



WHITE COLLAR

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

No. 372

JANUARY, 1978

17

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 bask 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,

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 won 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 27¢ an hour to 34¢. 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 Ebsen 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-labour legislation."

A policy statement adopted by the B.C. Federation of Labour at its recent convention warned that "the basic thrust of much of the anti-labour 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 labour movement must not be misled or divided on this issue. Attacks against the rights of public sector workers are attacks on the rights of all workers. It is clear that these attacks against the public sector are designed to test the labour movement, and that this legislation will be expanded if it is not defeated now.

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

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 (Continued on Page 4)

HHH Letter Brings New Support From Public

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 with cloture, 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 their Senators now (if you already haven't

done so), urging them to pass S. 1883 without amendments.

Impetus for passage of the measure is gaining support from the growing numbers of people joining Americans for Justice on the Job in response to an appeal letter from AJJ Chairman Hubert H. Humphrey.

Many are state legislators from 30 states, including Oregon, Utah, Georgia, New Hampshire, Missouri, Montana, Kansas, Nebraska, Arizona, Kentucky, Alabama, Tennessee, Maryland, Wyoming and Oklahoma.

Other public officials pledging support include state labor commissioners from Tennessee, Wyoming and New Jersey, and the state treasurer of Pennsylvania.

Among joiners are more than 25 law school professors in addition to presidents of many colleges and universities, and more than 50 other academicians across the nation.

OPEIU Honors 25-Year University Employee

Ann Ellington, console operator-clerk at Roosevelt University in Chicago, was presented with a 25-year pin, a plaque and other gifts, at an anniversary celebration in her honor by Local 391.

Marking the occasion, she was congratulated by Roosevelt University President Rolf A. Weil, Director of Physical Plant Max Nichols, and Local 391 President Carrie B. Brown, who presented the 25-year pin. Nancy Burrows presented the plaque and Annie Coleman the other gifts, noting that:

"We are proud of the service Ann has given to our Union."

Sister Ellington joined Local 391 in 1952 and has held numerous offices, ranging from Steward to Executive Board member, over the years. She has also served on various Local 391 committees, and is a graduate of the Labor Leadership Program.

The anniversary committee members included Becky Brackin, Nancy Burrows, Carolyn Combs and Pauline Rose.



Local 391 President Carrie B. Brown (right) during anniversary celebration at Roosevelt University, Chicago, presenting 25-year pin to Ann Ellington (left).

WHITE COLLAR

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

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Reactionary Tide Rising

This issue of *White Collar* spotlights a rising reactionary tide against unions, not only in the United States but also in Canada, particularly in British Columbia now ruled by the Social Credit party.

With the economies of both countries stagnating, these anti-union forces feel the time is ripe to weaken all unions and return workers to the miserable conditions prevailing in the old sweatshops where, without unions, they were ruthlessly exploited.

With the National Action Committee discredited, the National Association of Manufacturers has organized a "Council on Union-Free Environment (CUE)," headed by H. Heath Larry, former chief negotiator for the U.S. Steel Company. Membership fees range from \$150 to \$1,500.

When asked by a reporter what was desirable about a union-free environment, Larry said it would enable "management to function more efficiently," adding coyly that CUE's purpose was not to fight unions, although in the next breath he admitted that the organization would help to keep the unions out.

Many similar reactionary groups are climbing on the anti-union bandwagon. Down in Texas, a National Write Your Congressman Club, Inc., has emerged. Its Opinion Ballot is addressed to Senators, notes that Labor Law Reform has passed the House, cleverly sets up a discussion, leaving the reader to fill in the Senator's name and check a "yes" or "no" on whether the Senate should pass S. 1883.

The United States Industrial Council, another more established group, is raising funds with a letter signed by former Senator James L. Buckley, of New York. Buckley mentions four times: Remember, a fat little check constitutes "voluntary annual dues" which, of course, "are tax deductible as a business expense."

As these enemies of organized labor mobilize all their resources, the challenge to all union members is to stand solidly together to defeat their aims. And it's a most compelling reason why all OPEIU members must support our VOTE appeals more wholeheartedly than ever before.

Subsidizing Union Haters

The newly-named Affirmative Management Practices Institute (AMPI), a union-busting outfit that advertises itself as a "non-profit educational corporation," is now offering two-day deluxe seminars for union-hating executives. The clever title is a semantic cover-up for obvious reasons. Similar outfits are sprouting like mushrooms.

The so-called "educational" courses will be held in such plush hotels as the Dallas Hilton and Atlanta's Hyatt Regency. Restricted to 50 enrollees, they promise to provide "guidance" and "insight" on how such executives can keep their operations non-union, and "control" their labor relations problems.

Not only that, but those who enroll will be able to claim their registration fees, travel expenses and hotel accommodations as tax-deductible. Thus, these would-be union busters will be enabled to enjoy a vacation while being "educated."

In the November issue of *White Collar*, we carried an article by a labor expert who posed as a businessman and exposed the type of "education" being given at these anti-union seminars. Usually, these outfits are headed by unscrupulous lawyers who supposedly are "officers of the courts."

As such, when admitted to the bar, they take a solemn oath to uphold the law. Instead, they are making a highly profitable career out of teaching others to evade the labor laws of the land with impunity. By doing this with other laws, they would be disbarred from their profession for unethical conduct. But the American Bar Association, among its other state units, is strangely silent here.

Yet these unscrupulous lawyers are turning the law itself into a vicious racket. When lawyers show a contempt for any law, it follows that in due course all law will be brought into contempt in the eyes of the general public.

An ever sadder aspect is that government itself now aids and abets this vicious racket by rewarding such mockery of the labor laws by granting corporate executives who attend these seminars tax-exemption for their expenses under the guise of "education." Does this serve the national interest?

The time has come for the government to enforce the labor laws with the same even hand that it applies to all other laws.

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 an employer cannot deprive a female employee of accumulated seniority because she takes an unpaid leave of absence to give birth to a child.

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 credit to remain on the payroll 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 discharging women when they become pregnant, refusing to hire or promote them, taking away retirement benefits, and taking away credit toward tenure for teachers for the period of pregnancy leave.

The Justices sent back to the lower Federal courts for possible further examination the case involving Nora D. Satty, a clerk denied sick leave by the Nashville Gas Company during absence due to pregnancy.

They also remanded a second

similar case (Richmond Unified 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. courts of appeals that the 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 & Exchange Commission has cancelled its tentative January 1 deadline for repeal of Rule 390 which currently bars Stock Exchange firms from making markets in listed stocks away from any trading floor.

In his *White Collar* column in the December issue, President Howard Coughlin revealed 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 bring about the lay-off of tens of thousands of workers, not only OPEIU members, but also in such other industries as the legal and accounting professions, financial printing, communications and computer services, investment groups, and stock transfer agents."

He revealed that the OPEIU also enlisted the support of the AFL-CIO and its lobbyists who contacted members of Congress about this job-destroying proposal. When postponement of the SEC 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, Pacific, Philadelphia, Chicago and Boston stock exchanges which account for more than 90% of listed stock trading.

Slated for a pilot operation this spring, the system is essentially a communications network that would inform all participating exchanges of the best prevailing price in a 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 "falsified" his medical history in a job application, was ordered rehired with full back pay when Local 8 brought his case to arbitration.

The clerk, Kenneth H. Hoheim, 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 he had a congenital spine defect. He admitted that he was aware of this because he was rejected for military service on this ground in 1969.

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

The company contended that when Hoheim applied for the job, he "falsified" the answers in the application form by omitting medical facts, adding that if this information had been disclosed he would not have been hired.

Local 8 Business Representative Donald E. Olson, Jr., argued that the employer had violated the 1976-78 contract which requires "sufficient and reasonable cause" for discharge. He argued that although the grievant "incorrectly" marked

one area of his medical history, nevertheless by this omission there was no intent to deceive the company.

Arbiter William H. Dorsey, Jr., of Portland, who heard the case, commended both parties for the "manifest excellent relationship between them, reflected in the frank testimony given by all witnesses."

However, in view of all "the facts and circumstances," he upheld the union's arguments.

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

He made the award with the provision that the company was entitled to recover any earnings, meanwhile, by grievant whom he ordered restored to his job without loss of "seniority or rank."

Illinois Local Pioneers Alky, Drug Programs

Ronald Searle, a Local 221 member in Galesburg, Ill., is the pioneer of a program to rehabilitate alcoholics and drug addicts among employees of Gale Products, a division of Outboard Marine Corp., which has now spread to two other industries in the area.

The program is known as "Insight," set up in cooperation with Kurt Riessler, Industrial Relations Manager for the Gale Division in June, 1975. The committee, now numbering six, comprises two members each from two unions, and two representing management.

All agree that alcoholism and drug dependence are illnesses that can and should be treated as medical problems, and that the job security or

normal promotional opportunities of employees who request aid should not be jeopardized. All information to "Insight" is treated as strictly confidential, and handled in the same manner as medical information.

The program has been growing over the past two years, and has helped 15 Gale employees. It has also brought a better understanding of the problem to both management and union officers.

According to Local 221, a member of OPEIU's Midwest Organizing Council, formation of the committee and its impact at Gale Products has been instrumental in the launching of similar programs at two other industries in the area.

HEW Hearings Shape Health Bill

Citizen Views Will Be Given in Proposals to Carter

A series of grassroots 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 discussion.

A one-day hearing was held at HEW headquarters in Washington, D.C., chaired by HEW Secretary Joseph A. Califano. 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, Califano 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 early 1978."

"Enactment of a comprehensive health insurance plan could affect every American and will constitute one of the most significant accomplishments in the history of the nation," the Secretary declared.

"It is essential, therefore, that we first consult the people who will be affected—our citizens, members of health and insurance industries, and government officials at all levels—before adopting 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, coverage or 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 Mercedes per Doctor," "Share the Health," "Big Medical Bills Make Me Sick," and "Health Security Now."

Jamaica Labor Chief Visits Detroit Local 10

At the request of the U.S. Department of Labor, Detroit Local 10 Business Manager Arnold Shamis recently escorted a Jamaica, W.I. labor leader, interested in organizing office workers in his country, on a one-day tour of companies under contract with the OPEIU in the Detroit area.

The visitor was Naval F. Clark, chief negotiating officer of the National Workers Union in Jamaica, who was also introduced to other labor leaders in the Detroit community.

Shamis acquainted the visitor with Local 10's structure and operations, collective bargaining agreements with management, and the health and retirement benefits provided for OPEIU members. They also visited companies under contract to view job conditions, and meet union members.

Clark was visiting the U.S. under the auspices of the U.S. Department of State, his itinerary included Washington, D.C. and half-a-dozen other selected cities.

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 strong challenge it now faces from the extreme right, delegates to the International Labor Press Convention 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. Herling declared in his keynote address to the convention.

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

Machinists President William W. Winpisinger said that "not since the American Plan of the 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 coalition was created to push for the corporate state."

Winpisinger cited as a part of the right-wing design the recent announcement of the National Association of Manufacturers that it will help employers seeking a "union-free environment." The IAM leader called this "economic pornography" and "social smut."

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

The ILPA delegates stripped the tablecloths from the meeting room when it was discovered 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 9½% in the second, effective next January 1, were won by Tacoma 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. Fennerty 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.

Other changes include an increase in the maximum sick leave accumulation to 100 days (was 90), and a boost in the shift differential to \$50 per month (was \$40).

Four days' bereavement leave is provided if employees must travel more than 500 miles, or three days if travel is less than 500 miles.

In addition, employees now enjoy the right to review their personnel records. If an employee is discharged, or if a senior employee is passed over in promotions, a letter to the employee explaining the reasons is required by the new contract.

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 Addressograph-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, 8½% in the second, and 7½% in the third. The COLA provides a 1¢ an hour increase for each 0.4 rise in the CPI with no maximum.

The company agreed to increase its contribution to the mutual benefit fund by \$2.09 per month, with the employee contributing \$1.41 a month to provide a weekly AD&D benefit of \$115 (was \$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.

Assisting 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 6½%

An across-the-board wage boost of 6½% was gained by Local 455 in a second year wage reopener agreement covering its office unit at the Savannah Electric & Power Co., in Savannah, Ga., according to Regional Director J. Oscar Bloodworth who acted as spokesman for the unit negotiating committee.

Committee members were Local 455 President Paul Feldman, Vice President John Lynes, Sec.-Treas. Georgia Doolittle, James Winbush and Pat Roach.



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

Coast OPEIU Member Was Houston Delegate

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

She was raised in a labor union home, and has been involved with the OPEIU for four years. At 37, she is married and the mother of a 15-year old daughter. As secretary of the L.A. CLUW chapter, she does a lot of volunteer organizing and says: "One day our

dream is to organize everybody."

She was one of four California delegates to the Houston conference. She says CLUW's priorities, other than making women aware of how important 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 recommendations made by the delegates to the Houston conference.

Gilbert H. LaValley

With sincere regret we announce the sudden death of Gilbert H. LaValley, former Secretary-Treasurer of Local 269 in Chicopee, Mass., who retired last year following 42 years of service with the Spalding Division of Questor Corporation, sporting goods manufacturer.

He was a charter member of Local 269, which he helped organize.

Besides his wife, he leaves a son, Henry F. of Chicopee; sis-



ter, Mrs. William A. Morris of Springfield; a grandson, nephews and nieces, to whom we offer our deep sympathy.



from the desk
of the
PRESIDENT

Media Warps Union Image

When we talk to the uninformed, we are always amazed at the amount of misinformation possessed by those unfamiliar with the organized labor movement in the United States.

Recently, for example, a friend in managerial circles told me that he strongly felt that unions were responsible for the inflationary cycle in our country. When I asked him how many workers there 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 are organized. 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 whatsoever with U.S. unions.

In the automobile industry, foreign cars make up more than 20 percent of the automobiles 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 all phases of our economy, 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 receive benefits from an organization such 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 97-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 Reform 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 bought the anti-union line that "unions are bad for 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 easily explained terms, to all of 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. This is not always successful. However, the labor law reforms sponsored by the AFL-CIO in the United States passed the House of Representatives overwhelmingly because we were able to get our viewpoint over to grass-roots America.

It is absolutely essential that we continue our efforts to enlighten all who will listen or read in order to insure the passage of labor law reform in the Senate of the United States in January 1978. The anti-union forces in this country will be using every

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 by Twin Cities Local 12 for its bargaining unit of secretaries and clericals at the Independent School District #199, at Inver Grove Heights in Minnesota.

Business Manager H. R. Markusen reports that the secretaries gained across-the-board raises of \$38 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 being retroactive to July 1, 1977. Besides, all aides in progression become 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 on July 1, 1977, was 5¢ an hour, and for those completing 15 years 10¢ an hour on July 1, 1978.

The school 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 \$521.21 for family coverage in the first year, and \$564.12 in the second.

Moreover, the board will contribute \$15.60 annually for individual coverage under its long-term disability plan, and \$21.60 for group life insurance coverage. In the event the 15% increase paid for health-hos-

pitalization coverage is more than the actual cost, any money balance will be applied into long-term disability for the employees.

During the contract talks,

Markusen was assisted by a unit team comprising Stewards Lois Rechtzigel, Marlys Krech and Darlene Schreder. The new agreement runs to June 30, 1979.

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 with no extension agreed on, management tried to drive a wedge between the two bargaining units, according to International 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 52, stood shoulder-to-shoulder with their fellow-unionists.

Anti-Unionism

(Continued from Page 1)

movement, using recent or new anti-labor 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. Locals 15 and 378. The former represents 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, another 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 Backes, National Chairwoman of AFTRA's Women's Committee. Rhoda Williams is best known as Robert Young's daughter in "Father Knows Best," and Alice Backes recently portrayed Hedda Hopper in "Gable & Lombard." Kathleen Kinnick is Director of Women's Activities for the California AFL-CIO Labor Federation.

weapon at their command, including newspapers, radio, television and direct mailings to defeat this much needed proposal. We cannot rest on our laurels. Labor law reform must be passed in the U.S. Senate.

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

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

U.S. Price Index

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

1976	
November	173.8
December	174.8
1977	
January	175.3
February	177.1
March	178.2
April	179.6
May	180.6
June	181.8
July	182.6
August	183.3
September	184.0
October	184.5
November	185.4

Canadian Price Index

Statistics Canada
• New Base 1971=100

1976	
November	152.2
December	152.7
1977	
January	154.0
February	155.4
March	157.0
April	157.9
May	159.2
June	160.3
July	161.8
August	162.5
September	163.4
October	165.0
November	166.1