



WHITE COLLAR

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

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OPEIU Led Field in 1977 Office Organizing Tripled 1966 Results Although Others Fell Behind, Survey Finds

The Office & Professional Employees International Union in 1977 won bargaining rights for more white-collar employees than any other union, according to the Bureau of National Affairs, Inc., annual survey. The survey covers only elections held under the auspices of the National Labor Relations Board.

Last year, the OPEIU was successful in 41 NLRB elections, gaining bargaining rights for 3,525 employees. In the previous year it won 33 of 65 elec-

tions in units totaling 1,035 employees.

The survey found that the OPEIU's largest victory in 1977 among previously unrepresented employees was a unit of 1,286 at Blue Cross of Northern California, in Oakland. It was also victorious in a unit of 529 clerical and technical employees at Martin Place Hospital in Detroit, Mich.

During all of last year, the survey shows, unions won bargaining rights for a total of

23,820 white-collar employees. The total was 630 lower than the record total of 24,450 in 1976, and marked the first decline since 1973.

In previously unrepresented units, unions won 613 of 1,173 elections, or 52.3%, and lost 560 in units totaling a record 35,435 employees. The number of union victories was below the 648 recorded in the previous year, while the number of union defeats was up from 539 in units comprising 33,375 white-

collar employees in 1976.

The percentage of union victories was down from 1976 when unions won 54.6% of all elections. The average size of the new white-collar bargaining units was 38.9 employees, exceeding the 1976 average of 37.7 employees.

Approximately 10,200, or 43%, of the newly-represented white-collar employees were concentrated in the health care industry.

Included in the survey are

office and plant clerical employees, and those defined as "technical" by NLRB, such as draftsmen and survey crews, etc.

It should be noted that while the NLRB figures show almost the entire extent of organizing in private industry, they do not reflect organizing in elections conducted by state and other agencies, through voluntary recognition, or through other procedures. Nor do they reflect unionization of public employees.

Buffalo OPEIU Wins Record Pact at Blue Cross/Blue Shield

Wage boosts averaging approximately \$3,700 per individual were won in a new three-year agreement renegotiated by Local 212 in Buffalo, N.Y., for its 475-member office unit at Blue Cross/Blue Shield of Western New York, Inc., according to Business Manager Gerry Skrzeczkowski, who headed the negotiating team.

He says the bargaining sessions were unusually dramatic, particularly since the Buffalo members had learned through White Collar that an initial contract at Milwaukee Blue Shield had raised hourly average pay there from a pre-union scale of \$3.89 to \$6.08 over a three year period.

"From then on we were under tremendous pressure from our Buffalo unit members," Skrzeczkowski explained. "Bargaining sessions were even bombarded by phone calls telling us that nothing below the Milwaukee average would be acceptable. We had a difficult time holding these militant members in line."

As the pressure built up, both management and the OPEIU bargaining team bent all efforts to devise a formula that would be satisfactory to both sides. As a result, a complicated one was worked out that raised the average pay rate for the Buffalo unit to \$6.45 an hour, 35¢ higher than the Milwaukee average.

The Buffalo agreement calls for increases across-the-board of 31¢ an hour to \$1.21 in the first year; 20¢ in each of the following two years with a COLA of 8¢ an hour in each of those years. In addition, the work day was cut, by 15 minutes without any loss in pay. It was also agreed to install a flexitime system.

He explains that the 31¢ minimum applies only to 196 members already at the top of their grade scale, with the \$1.21 applied to another 160 at intermediate steps who went to the top grade scale—the average being 60¢ an hour for these 396 members comprising the

overwhelming majority of the unit.

In the group getting 31¢ raises, he explains that checks ranging from \$19.50 to \$604.50 were won in equity pay adjustments.

Moreover, the existing nine-
(Continued on page 3)

Contract Gains in 1978 Are Higher Than Year Ago

Major collective bargaining agreements reached during the first three months of 1978 provided for larger wage increases than agreements negotiated during 1977, according to preliminary estimates by the U.S. Bureau of Labor Statistics.

The 1978 first quarter wage adjustments averaged 9.9% in the first year of the contract, and 7.3% annually over the life of the contract. These figures exclude possible gains under cost-of-living escalator (COLA) clauses.

Comparable figures for 1977 were 7.8% in the first contract year and 5.8% over the life of the contract.

In nonmanufacturing industries, wage rate adjustments averaged 10.2% in the first year and 7.7% annually over the life of the contract. They compared with 7.4% and 6%, respectively, in 1977.

Union Brush-Off Fails in Merger Ship Line Recognizes OPEIU After Pickets Start March

When Farrell Lines, whose office force is non-union, recently took over the unionized American Export Line where the clericals were Local 153 members, the new owners promptly moved to terminate the OPEIU contract without success.

The AEL employees were told that those being retained would be treated as new employees. But Local 153 Business Manager John Kelly immediately sought a meeting with Farrell management. However, he was informed that Local 153 didn't fit into the Farrell plans,

and the company had no intention of recognizing the OPEIU.

So the AEL office was closed, and a day later was reopened with a new sign—Farrell Lines. Meanwhile, the AEL employees had readied their picket signs and began to march at strategic locations. The new owners had forgotten their contract with the International Longshoremen's Association whose members refused to cross the OPEIU picket lines.

After three days of mediation and deliberation, Farrell Lines had a change of heart. In

Inflation and rising taxes have been squeezing the household budget so hard that the average family has had to raise its pre-tax income by at least two-thirds to maintain a 1970 standard of living, according to the Conference Board's latest economic "road maps."

The nonprofit business research organization says that its consumer price index shot up by 56 percent between 1970 and 1977 and is expected to rise about 6 percent in 1978. This means that \$1 will be needed to

buy this year what 60 cents purchased in 1970.

Family earnings have been increased but the Federal income tax takes a larger share of higher incomes, the board said, adding that Social Security tax rates have also grown sharply since 1970.

As a result of these pressures, the board estimated that a family of four earning \$13,000-plus in 1970 needs more than \$22,500 now to maintain the same standard of living. This is up from \$21,000 last year.

OPEIU Unit at Y.W.C.A. Wins \$4,680 Per Member

Wage gains totaling \$4,680 per unit member were won in a new three-year agreement renegotiated by Local 11 for its office unit at the Y.W.C.A. in Portland, Ore., according to Sec.-Treas. Gary D. Kirkland.

It calls for an across-the-board increase of 40¢ an hour in the first year and 35¢ in each of the two following years. In the final contract year, it sets a minimum starting rate of \$4.28 an hour in the lowest classification, and \$4.68 in the top grade.

Moreover, it reduces the time element for an employee to reach the top of scale from eight to three years. A new clause stipulates that any employee who works a full shift in a higher classification shall be paid for the entire shift at the rate for that grade.

The negotiating team comprised Business Representative Johnnie Ruth Storer and Shop Steward Cleo Rasmussen. The agreement runs to April 1, 1981.

Coughlin's Column

See Page 4 for in-depth analysis of reasons why Big Business conspires to defeat Labor Law Reform bill in Senate.

WHITE COLLAR

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

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The Cave-Men Return

They're not really cave-men. They eat with proper utensils. They wear suits, shirts, neckties. They do not grunt, but speak clearly.

It's just their ideas that go back to the cave, and they want to drag us all back there with them.

We're talking about a whole batch of candidates for Congress this year, recruited, richly-financed, and master-minded by right-wing union-haters. Not only are they taking on pro-worker Democrats; they are even trying to dump moderate Republicans in GOP primaries.

What kind of political cave do they want to lead us back to?

One without union contracts to protect workers. They want to destroy your union and shred your contract and put employers back in full control of working people—like they were before the mid-1930's.

They want to destroy job safety laws. They think such laws are an imposition on business people. They don't really care that much about protection for workers. It might cost money.

They would dismantle the Social Security program, job-creating measures, housing programs. They'd repeal the Wagner Act and everything but apple pie and Mom.

It used to be we could laugh off candidates like that and the groups behind them. Not any more. They now have money and political know-how.

But we can beat them . . . at the polls on November 7.

Are you registered? Have you given \$2 to VOTE (Voice of the Electorate), the OPEIU fund-raising campaign to elect our friends to Congress? Will you be sure to vote election day?

Three easy steps . . . away from the cave.

National Health Insurance

Every American family is familiar with the cruel cost of health care. Doctor bills go higher and higher, and the fee-for-service system is the basic reason.

President Carter's Council on Wage & Price Stability in a recent study raises some serious questions about the fee-for-service system. It finds that last year alone, physician fees rose 9.3%, some 50% more than other consumer prices. Since 1950, health care outlays have soared from 4.5% of the Gross National Product to the current 9.3%.

Ten years ago, Canadians were also under a fee-for-service system and their health care outlays were close to the U.S. percentage. However, despite the current inflationary trend, Canada under national health insurance has leveled off its health outlays to 7% of its GNP.

Recently, a Harris poll found Canadians 84% satisfied with national health insurance. A similar question to U.S. citizens brought a 51% negative reply to our present approach to health care.

The Council study noted that the median income of self-employed physicians, \$63,000 in 1976, "is higher and has risen faster than any other occupational group for which historical data are available."

A factor in the rapidly rising physicians' fees is the growth in private and public health insurance coverage, and changes in methods of insurer payment for physician services. Private insurance, particularly, does not offer any incentives for holding down physician fees any more than for holding down hospital costs.

Some form of national health insurance may be the only way to deal with the inflationary effects of the fee-for-service system and hospital costs.

The Carter administration has shown a willingness to join with organized labor and legislative leaders to work out a proposal so congressional hearings can begin this summer.

As a result, universal and comprehensive quality health care, after some 40 years of struggle by organized labor, may become a reality in the next couple of years.

Coughlin Re-elected AAA Board Chairman

Howard Coughlin was re-elected as chairman of the board of the American Arbitration Association for a second term at its annual meeting.

The OPEIU International

President has been a member of the AAA board since 1962. In March 1974 he was appointed chairman of its Executive Committee, the first union leader to serve in that capacity.

30½% Pay Boost Won at Paper Firm

Crown Zellerbach also Yields Fatter Fringe Benefits

Salary boosts totaling 30½% over three years, an additional paid holiday, and greatly improved health-welfare and pension benefits were gained by Local 89 for its office unit in a renegotiated contract with Crown Zellerbach Corp., in Bogalusa, La.

Local 89 President Lorraine Latino reports that it calls for a 10½% across-the-board salary boost in the first year, and 10% in each of the following two years. In the final contract year it sets a starting minimum rate of \$218 per week for the

lowest grade rising to a \$272.50 maximum. In the top classification, the starting rate will be \$324.50 rising to a \$410.50 maximum.

Good Friday was gained as an additional paid holiday, bringing the annual total to 11. The company guaranteed at least three days off on "back-to-back" holidays.

Substantial improvements were made in pension plan benefits retroactive to July 1, 1977. On that date these were increased to \$13.50 per month times years of service from the previous \$9. Effective Septem-

ber 1, 1979, the benefit will be increased again to \$14 per month.

Gains were also made in group life, AD&D coverage and accident and sickness insurance, the latter paying benefits ranging from \$105 to \$175 in the final year. The hospital-surgical plan was amended to provide Major Medical coverage to a \$50,000 maximum, effective May 1, 1978, with a \$100 deductible and not more than \$300 for a family in any calendar year.

The new agreement runs to September 1, 1980.



CROWN ZELLERBACH NEGOTIATORS: Seated from left are Local 89 Vice President Charlene Branch, CZ box plant resident manager R. L. Matheny, Local 89 President Lorraine Latino, CZ mill division resident manager J. J. Goss, Local 89 Sec.-Treas. Joan Penton, and Southern Timber Vice President J. D. Praier. Standing from left are CZ personnel supervisor B. H. Barker, Local 89 trustee Don Breland, CZ industrial relations supervisor Jack Carrel, employee relations manager for Southern Timber/Wood Products Durwood Alford, Local 89 Secretary Marilyn Brown, mill division plant controller W. E. Bates, Southern Timber Wood Products controller E. H. Kyle; Chuck Connor, boxplant controller, Silas Mayor, former Local 89 President; John Brumfield, Local 89 team, and Cooper Hall, asst. personnel supervisor of mill division.

Anti-Union Caper Backfires

Phila. Local Fights Back and Beats City Credit Union

A classic example of how employers attempt to undermine and bankrupt unions by forcing them in to needless arbitrations emerged in Philadelphia where, happily, Local 14 fought back and turned the tables on the Philadelphia City Employees Credit Union.

The harassment began on April 1, 1977, when the credit union fired two employees on the false pretext that they had campaigned for the previous Board of Directors. The new board then dismissed four additional employees as "no longer needed," violating the seniority and bumping provisions of Local 14's unit contract.

All six cases were taken to arbitration. Last July, an arbitrator ordered the first two employees reinstated with full back pay. But the credit union reinstated only one, compelling Local 14 to invoke court action to enforce the arbitrator's decision in the second case.

Then in October, different arbitrators ordered the other four employees reinstated but the credit union rehired only two. Again, Local 14 had to institute court action to enforce the arbitration award.

Thus, all six were restored to their jobs with awards totaling \$15,000 in back pay and benefits. Meanwhile, Local 14 Business Manager Gerry Iushewitz says the Local was saddled with

enormous costs as a result of this arbitration and litigation although he had handled all the proceedings himself without engaging legal counsel.

So last November, in behalf of Local 14, he filed suit in the Federal District Court for an injunction and damages, based on charges that "the credit union had engaged in unfair labor

practices, intentionally breached its OPEIU contract in an attempt to undermine and bankrupt the union" and, in addition, had "violated the civil rights of the six dismissed employees."

The credit union finally began to see the light that its anti-union tactics were proving too
(Continued on page 3)

Wage Talk Wins 45c Hourly



SUCCESSFUL REOPENER: A 45¢ an hour increase for all 160 employees in the unit was negotiated by Local 428 in a wage reopener with the Baton Rouge Water Works and Parish Water Companies in Baton Rouge, La., one of the so-called "right-to-work" states. The negotiating team (from left) are Dot Guillot, OPEIU member; Local 428 President Rev. Lionel Lee; (second row); OPEIU member Arthur Johnson, Company Vice President E. D. Roberts, and Local 428 Vice President Wilson Smith. Standing are Donna Griffith, OPEIU member, and next to her Local 428 W. L. Williams. In last row are Company Vice President D. J. Suarez, Jr., and Asst. Vice President Bob Johnson. International Representative Jack Langford was absent when picture was taken.

OPEIU Staff Members Hold Annual Meeting In Atlanta



Shown above during one of their business sessions at the Hyatt Regency Hotel are International Representatives and Business Representatives from Locals in the United States and Canada. Insert shows International President Howard Coughlin and Secretary-Treasurer William A. Lowe on dais.

Boycott Sours Coors Beer Profits

Political Candidates Asked to Serve None at Functions

Sales of Coors Beer suffered a drastic drop of 66% in the first 1978 quarter, as a result of the national AFL-CIO boycott of the product because of the company's anti-union bias and its refusal to bargain with its workers who have now been on strike for more than a year.

The Brewery Union's Local 366 urges all other unions to intensify the boycott with press releases of support. It also requests letters to all political candidates, seeking labor support, asking them not to have any Coors Scab Beet at any of

their functions.

The Coors Brothers, Bill and Joe, belong to a long list of right-wing organizations which include the John Birch Society, Committee for Survival of a Free Congress, the Heritage Foundation and the so-called National Right-to-Work (for less) Committee. The following quotes reflect their anti-union attitudes:

1. "If organized labor is in command, we no longer have a free society. Because organized labor can't control itself, it's going to lead this country into socialism."
2. "I honestly see very, very little appropriate role for Unions in this day and age."
3. "The company is committed to an Open Shop to protect the loyal workers

who are crossing the picket lines and persons hired as strikebreakers."

4. "The company has what it wants—a full work force and no Unions. If the status quo continues for 10 years, it's alright with us."

5. "Local 366 is little more than big Labor's hired gun."

6. "I find it unreasonable that workers should EXPECT to have any control over the conditions under which they have to work."

7. "The free enterprise system is being destroyed by Unions and the Government—with some help from higher education."

8. "Unions are necessary only for unenlightened employers."

9. "For 42 years, we've reluctantly granted a Union Shop at Coors but, philosophically, we've always been against it."

10. "Industry must build a POWER BASE or the environmentalists and other radicals will walk all over us."

11. "If you can't fight competition, you don't need to survive. Industry wouldn't pollute if it weren't for competition."

12. "We have a long history of battles with Unions; battles we've won against the Teamsters, Carpenters, Electricians and many others."

AFL-CIO Cares for Union Retirees

Its National Council of Senior Citizens Fills Their Needs

Many retired union members, without realizing it, are recruited by anti-union senior citizen groups who are working against the very things for which unions have fought for a century.

They are unaware that the National Council of Senior Citizens, founded and endorsed by the AFL-CIO, is the only national organization that has brought together union retirees to work for the same kind of social action for which organized Labor works.

Approximately 44% of NCSC's dues-paying members are union retirees. They are now 3½-million strong, with 3,800 senior citizens clubs all over America playing active roles in community services.

When you see those special discount rates on food, clothing,

and transportation for senior citizens, you can thank NCSC for calling public attention to the financial plight of hundreds of thousands of our elderly citizens and bringing about these discounts.

Gold Card Membership in NCSC includes low-cost rates for travel, low-cost health insurance to supplement Medicare, motel and car rental discounts, a prescription drug service, and a national newspaper.

Unfortunately, once a good thing gets going, a lot of imitators spring up. The NCSC's success in getting Medicare and other legislation passed caused other organizations for the elderly to be formed—some good, some bad.

The elderly, particularly the elderly poor, have been victimized since time immemorial, and

this is true to some extent today. They have been lured into insurance schemes, inadequate nursing homes, and get-rich-quick propositions of many styles and sizes . . . some of them anti-union.

Recognition of NCSC's expertise and clout came recently when President Jimmy Carter named the Council's president, Nelson Cruickshank, as White House advisor on problems of the aged.

Bert Seidman, director of the AFL-CIO's Department of Social Security, says:

"NCSC is labor's kind of retiree organization. Older and retired union members should be given an opportunity to learn about the National Council for Senior Citizens and how it can help them before they get lured by expensive direct-mail appeals or television advertising to join other senior citizen organizations which do not serve their best interests."

For more information about NCSC write: Membership Services, National Council of Senior Citizens, 1511 K Street, N.W., Washington, D.C., 20005.

Anti-Union Caper

(Continued from page 2)

costly. It threw in the towel and agreed to pay Local 14 a sum of \$6,500 to reimburse it for costs and expenses incurred in defending the six employees. Altogether, the credit union was out-of-pocket \$21,500 in its futile anti-union caper.

Pension Plan Clericals Gain 16% Salary Increases

Wage boosts total 16% over two years across-the-board were gained by Local 11 for its office unit at the Administrative & Insurance Office, Inc., which administers pension plans and fringe benefits in Portland, Ore., Sec.-Treas. Gary D. Kirkland reports. The agreement calls for an 8% raise in each year.

In the second contract year, a minimum starting rate of \$769 per month is established with a maximum of \$1,027. Employees also are entitled to a 5%

longevity increase after five years of service. A minimum of \$4 an hour was set for temporary employees.

The employer also agreed to pay for full family coverage for improved hospital-surgical, dental and optical plans during the life of the agreement which runs to March 1, 1980.

The unit negotiating team comprised Business Representative Johnnie Ruth Storer and Steward Mary Ann Forsythe.

Mining Clericals Hit Jackpot Pay Scales

First-grade clerks will earn \$293.20 a week and clerk-typists \$266.40 in the final year of a three-year contract renegotiated by Local 410 for its office unit at Climax Molybdenum Co., a mining concern in Climax, Colo., Local 410 President Earlene Heil reports.

The agreement includes a COLA clause providing a 1¢ an hour increase for each 0.4 point rise in the consumer price index, with a 20¢ cap in 1978 and a 25¢ cap in 1979.

It calls for ten paid holidays per year, including separate three-day holidays at Christmas and New Year's. Vacation leaves range from one week and three days after one year of service to five weeks after 20 years.

A tuition plan provides reimbursement of one-half the cost of tuition and textbooks to employees who enroll in job-related courses.

Hospital-surgical costs of insurance for employees and de-

pendents are to be paid in full by the company, the plan including prescription drugs and dental coverage. The latter was changed to an incentive plan requiring employees and dependents to undergo an annual dental checkup. On January 1, 1979, the company agreed to pay 100% coverage for dental insurance.

Group life insurance coverage was increased to \$15,000 per individual. Benefits under a new Sickness and Accident policy will pay \$125 a week for the first two weeks, and \$150 thereafter to a total of 52 weeks.

The company also agreed to improve pension plan benefits to \$14 per month times years of service on November 1, 1978, and \$15 on the same 1979 date.

Assisting President Heil on the negotiating team were Vice President Ruth Nilles, Sec.-Treas. Sylvia Ball trip, and Steward Glen Brenner. The agreement runs to November 1, 1980.

Buffalo Blue Cross/Blue Shield

(Continued from page 1)

used, they will be cumulative to 105 days. Other gains are the adoption of expedited arbitration with a single arbitrator instead of a three-person board to save time and expense; a high option dental program with greater benefits, and a more liberal health-welfare plan.

The agreement, reached after an all-night session, was ratified by a standing unit ovation,

step progression from minimum to maximum was reduced to four steps in the new agreement. Under the old contract, it took 6½ years from hiring date to reach top pay in a particular grade. In future, this can be accomplished in some 12 months thus ensuring faster promotion for all the employees.

The sick leave clause was rewritten and, where days are un-

West Coast Credit Union Signs Initial OPEIU Pact

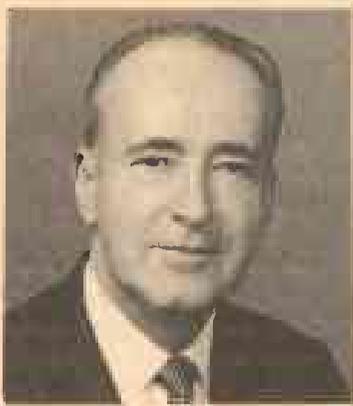
A \$50 a month across-the-board salary boost in addition to improved fringe benefits were gained by Portland Local 11 in an initial one-year agreement covering its new office unit at Weyerhaeuser Credit Union in Longview, Wash.

Sec.-Treas. Gary D. Kirkland reports that it provides one additional holiday, bringing the annual total to 10; two weeks vacation after one year; three after five; four after 12; and

five after 16 years. Bereavement leave was also improved.

A vision care plan was added to the existing health-welfare benefits, which include \$300 for maternity, at no cost to the employees. The employer also agreed to maintain or improve the existing CUNA Retirement Savings Plan.

Business Representative Johnnie Ruth Storer negotiated the agreement, assisted by Shop Steward Theresa Geier.



from the desk
of the
PRESIDENT

Is Big Business Paving Way For a Dictatorship?

The opponents of the Labor Reform Bill (S.2467) have outlined a plan of attack drawn up by the Washington public relations firm of Fraser Associates which is contained in a 26-point memorandum detailing plans to pressure Senators into opposing the legislation which should be on the floor as the June edition of *White Collar* is received by members of the OPEIU. The plan of attack includes:

1. A fund-raising effort targeted at businesses involved in NLRB-supervised union representation elections over the past three years;
2. An attempt to use the recent coal strike and its economic impact to defeat the bill;
3. Continuation of the "fly-in" campaign in which plane loads of businessmen are brought to Washington to lobby against the bill.

The U.S. Chamber of Commerce, the Business Round Table, the National Association of Manufacturers and numerous other subsidiary groups with eye-catching names are the principal opponents of labor law reform. The truth of the matter is that these organizations would like to see a non-union society.

The Coors Brewing family are major contributors to the anti-labor law reform cause. Another contributor is Ernest Swigert, once NAM president and former member of the John Birch Society ruling council. Another such opponent is Anthony Harrigan, Executive Vice President of the U.S. Industrial Council, whose pamphlets printed for that group deal with such topics as "Excessive Union Power," "Unions Are Obsolete," "Placing Unions Under Anti-Trust Law," "Forced Unionism," and "The Absurdity of OSHA."

It seems to make little difference to these anti-labor forces that a United States without collective bargaining would bring us a giant step closer to dictatorship. Strangely enough, those who would eliminate collective bargaining in the United States do not seem to be the slightest bit concerned with problems affecting the giant corporations of our country.

For example, a Senate Governmental Affairs subcommittee recently published information regarding the large number of interlocking directorates among the nation's largest corporations and found that this situation posed an "overwhelming potential for anti-trust abuse."

In a 999-page study of 130 of the world's largest companies, ranging from industrial and transportation concerns to financial institutions and utilities, the subcommittee found 530 direct and 12,193 indirect interlocking directorates.

A direct interlock is one in which two companies have a common director. An indirect interlock is one in which two companies each have a director on a third company's board. The 13 largest companies were linked together and also had 240 direct and 5,547 indirect links.

The staff of the Senate Governmental Affairs subcommittee stated that these close links among business leaders may lead to a concentration of economic or fiscal control in a few hands and may provide a linkage for communication and discussion which can result in elimination of competition.

If one gives some thought to the activities of the large corporations of our country through the National Association of Manufacturers, the U.S. Chamber of Commerce, the Business Round Table and others against labor reform, and compares these activities with the findings of the Senate subcommittee above referred, much would be found to worry about with respect to the direction in which our country is headed.

The Employees Retirement Income Security Act has been the law of the land for more than four years. Still, some of our major corporations have failed to adequately fund pension plans which are supposed to protect millions of workers in their old age. The Lockheed Corporation, for instance, has a total pension liability of \$1.3 billion, an amount equal to 82 percent of its assets. The unfunded portion of those liabilities alone comes to \$276 million, which is 66 percent more than the company's net worth and nearly 50 percent more than the total market value of all Lockheed stock.

Ten of the top 100 companies have unfunded vested liabilities in their pension plans equal to one-third or more of their net worth. Wheeling-Pittsburgh Steel, for example, has vested liabilities of \$274 million which is more than seven times its recent stock market value.

In a recent article published in *The Wall Street Journal*, it was

Employer Penalizes Kind Act

But Backs Off Fast When Union Takes Up Issue

Without a union to check them, managements can be brutally callous to their employees as Local 153 members recently discovered at Sea-Land Services, Inc., the world's largest container ship concern.

When one of its female employees, Carmen Feliciano, was suddenly taken ill, she called for her Shop Steward Fran Samra, who had taken a first-aid course under the auspices of Sea-Land. When an ambulance was called to take Carmen to the hospital, she was frightened and begged her Shop Steward not to leave her.

So Fran rode in the ambulance with the ill woman, and when she was settled at the hospital, returned to work. But on her return, she was greeted by a message from management that even though she had acted out of "good intentions" she hadn't been "authorized" to accompany the stricken employee to the hospital.

For her act of compassion and kindness, management said she would be docked in pay for the 1½ hours she lost from work, and suspended for three days for acting "without authorization."

Word spread through the Sea-Land offices like wildfire; the first reaction management got was a notice posted in many places: "Forgive Them . . . For They Know Not What They Do."

Sea-Land unit members got in touch with Local 153 Business Manager John Kelly who promptly dashed off a letter of angry protest to management. The latter soon discovered that their method of rewarding a "Good Samaritan" was making big waves among disgusted employees.

Once the union spoke out loud and clear in its denunciation of management's callous action, the docking of Fran Samra's pay was cancelled and nothing more was said about the three-day suspension.

American University Honors Betty Southard Murphy

Betty Southard Murphy, member of the National Labor Relations Board, received a Distinguished Alumni Award from the American University at its 1978 Honors Convocation in Washington, D.C.

She was nominated for the honor by Dean Nicholas N. Kitztrie of the Washington College of Law. The citation was presented by University Provost Richard Berendzen.

It cited her accomplishments in private law practice for de-

fense of newsmen and their rights under the First Amendment, her service as a member and past chairman of the NLRB, and her work as a university trustee and volunteer teacher of an advanced labor law course.

The annual convocation recognizes members of the university community—faculty, students and staff—and alumni from the five AU colleges and schools who have distinguished themselves and the University.

Conn. OPEIU Locals Gain Stature in Communities

Connecticut OPEIU Locals continue active in community affairs and are extending union influence through various public bodies.

Frank Fallon, Local 123 member, has completed another successful labor counseling course, the largest yet for members of Locals 329 and 466.

President Dominic Furco, of Local 466, has been named to the Board of Directors of the Community Center in West Haven, the first OPEIU placement on that board.

Retired International Representative "Bud" Manning is now a member of the American Arbitration Association's National Labor Panel, and has been selected by Gov. Ella Grasso as an alternate panelist on the State Board of Arbitration.

President Claire Pluff of Local 329, and Brother Furco, coordinated a food collection drive during the recent long strike of the United Mine Workers.

Thanks OPEIU Members

President Howard Coughlin has received a letter from John W. Hanley, chairman of the United Way of America board, thanking OPEIU members for their support in its 1977-78

fund raising campaign. The letter added:

"I look forward to continuing our joint efforts to meet the human needs of our citizens, our communities and our country."

indicated that the steel industry's unfunded pension liabilities have been the principal road block in the way of replacing outmoded plants with new plants and modern technology. The degree to which present pension accounting understates unfunded pension liabilities was graphically demonstrated by the 1977 plant closings at Bethlehem Steel.

In closing down marginal capacity plants, Bethlehem took a \$375 million charge to set up a special reserve for unfunded future pension liabilities on 12,000 laid-off employees. This works out to \$31,250 per employee.

Observers of the steel industry believe that problems would be solved if marginal steel facilities were closed. However, the cost of closing down such plants, taking into consideration the unfunded pension liabilities of most steel companies, is a very serious problem which, if unresolved, will result in continued pressure on the earnings of those companies and will tend to undermine their credit ratings.

When one thinks of the numerous corporate problems of our country, it is hard to justify the energy, hard work and expense generated against labor law reform.

U.S. Price Index

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

1977		
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	
December	186.1	
1978	Old	Revised
January	186.9	187.1
February	188.3	188.4
March	189.8	189.7
April	191.3	191.4

Canadian Price Index

Statistics Canada
New Base 1971 = 100

1977		
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	
December	167.2	
1978		
January	167.8	
February	168.9	
March	170.8	
April	171.2	

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

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