WE MUST WIN SENATE FIGHT!
Foes Going All-Out to Kill Labor Law Reform

Because of the Labor Law Reform Bill's importance to the entire union movement and the mounting opposition of anti-union forces in efforts to kill it in the U.S. Senate, the March edition of White Collar is devoted entirely to this one issue, and is being rushed to press ahead of its usual deadline.

For technical reasons, this bill (S. 2883) has now been designated S. 2467. The new number lets the bill go before the Senate in the form it was approved by the Senate Human Resources Committee on a 13-2 vote. Under the old number, it would have been subject to parliamentary procedures that would have favored opponents.

We must ensure its victory in the Senate. The key to this is a massive deluge of mail from all union members in the U.S. to their respective Senators urging their support. Time is also of the essence!

Defeat of S. 2467 threatens the very existence of all unions; white-collar as well as others. In fact, anti-union forces seek to wipe out the entire concept of collective bargaining. This is their objective, and they have unlimited funds at their disposal. Only our united efforts can defeat them because every union member has a personal stake in this effort. (See President Coughlin's appeal to members on Page 3.)

So, if you haven't already written, sign the two blanks elsewhere. Fill in your home address, place the blanks in envelopes, and mail them to both your Senators at the U.S. Senate Office Building, Washington, D.C. 20510. Please, don't delay. Every minute counts NOW!

America's Leaders See Labor Law Reform Urgently Needed

Now it's up to the Senate.
The Labor Law Reform Bill is half-way home. The bill was passed by the House last summer. The companion bill (S. 2467) is pending now in the Senate.

Here's a sampling of the opinions of prominent Americans on the need for labor law reform...now, without delay, without weakening amendments:

President Jimmy Carter

"...It seems clear that legislation is actually needed to uproot the (National Labor Relations) Board as it administers the laws. The basic unfairness in compulsory union membership is the most serious problem."


Vice President Walter F. Mondale

"...If we are to retain our free enterprise system in the world, as we are, we can prevent the rights of American workers from being. ...Any attempt to change this is bad for the country."

"Labor law reform is as grave a public policy issue as the military draft. Without it, we are voting to be pluralists in our economy, but one-party in our politics."


Senator Harrison Williams (D. N.J.)

"I believe the changes embodied in this bill will make it possible once again for the impartial employer to exercise his right to gain representation. This right should not be an advantage in the law, but the right to have the elections decided for him by the Board. I believe the bill must be passed now."

Senator Jacob Javits (R. N.Y.)

"The present Labor Law Reform bill which we are engaged in is not the tip of the iceberg meaning the resolution of problems and difficulties with which we must deal. ...he law is a very important step for which we see the need for reform forward to victory in labor law field."

Governor Jerry Brown

"...a law that is clear and not too restrictive, allowing the American worker the freedom to organize and participate in collective bargaining, without undue hardship, for the benefit of themselves and their families, under Federal labor law. They should be allowed to vote in an election in which their choice is left to them, but the employer who defies collective bargaining should be penalized. S. 2467-the Labor Law Reform bill-should be the law of the land."

Revd. Donald W. Blevins, Jr.

President, Union Theological Seminary

"...in 1952 it is made to order--...the largest employer will continue to bid for the most capable of workers and the most capable of workers will be those workers who have no union to protect them."

"The proposed law...will protect the worker's right to join a union and the right to vote in elections. It will also protect the right of employers to organize and participate in collective bargaining."

Senator Daniel Patrick Moynihan (D. N.Y.)

"...the bill passed by the House, on October 4, 1978, would speed up the right of workers to organize, and would remove any obstacles that would tend to delay the implementation of the National Labor Relations Act for a specified period of time."

Governor Elite Grasso

Connecticut

"...we wholeheartedly support the National Labor Relations Act reform proposed this year by President Carter. Since its passage in 1935, the Act has served our society well, but would now support a new and effective (Labor Law) that would more clearly express national policy and..."...

Senator Edward M. Kennedy (D. Mass.)

"...I believe that the bill offers very serious opportunity to reform the National Labor Relations Act, It is important that those who are not on the reform committee understand the Act and let it be changed..."

"...in summary, we must make the Act more effective in the workplace, and we must be allowed to change the law to reflect in the workplace."

Senator Edmund S. Muskie (D. Maine)

"...I have taken the position that the Act must be changed. Although the Act was passed in 1935, it is now clear that it is not working as intended. We must act now to change the law and give workers the right to organize in peace and quiet, and to hold elections without interference from management."

Governor Roy Romer

Colorado

"...as I have already said, the National Labor Relations Act is an Act that is designed to provide a fair and open chance for all employees to join a union of their choice, without being forced to do so, and to protect their right to negotiate a contract with their employer."

Governor Washington Rockefeller

"...the bill passed by the House, on October 4, 1978, would speed up the right of workers to organize, and would remove any obstacles that would tend to delay the implementation of the National Labor Relations Act for a specified period of time."

Senator Hubert H. Humphrey

"...The bill has not yet come to the Senate. It is a bill that provides for the rights of American workers. The bill prevents some workers from being forced to join a union simply because they are employed by the same employer. The bill is good for workers, and it is good for business. The bill is good for workers because it is good for Washington."

"...I am happy to see that we have now reached the stage where we can pass this bill."

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Voluntary VOTE Check-off

The enemies of organized labor have formed a united front for an all-out assault on the labor movement. This is an extremely dangerous threat to the institution of trade unionism itself. (See President Coughlin’s column on Page 3.)

Their immediate and long-range objectives are:
1. The nullification of trade unions politically.
2. The prevention of union where they attempt to organize the unorganized, and
3. The de-certification of bargaining units where they already are in place.

It is absolutely essential that all our OPEU members be aware of this threat to their union and the contracts that now protect them. Consequently, they must be alerted to the grave facts behind this attack, and the people and organizations behind it.

The only way we can to any extent offset the millions of dollars corporate Political Action Committees and right-wing groups contribute to anti-union candidates, is through a check-off of member contributions to our Voice of the Electorate (VOTE). Several bargaining units already have negotiated a voluntary check-off of member contributions to VOTE with management without difficulties. In fact, the OPEU pioneered this approach more than a year ago at the American Income Life Insurance Company with very gratifying results. Below we reproduce the VOTE Deduction Authorization:

I hereby authorize the (name of company) to deduct $........... each month from my pay check and forward this amount to the Secretary-Treasurer of Office & Professional Employees International Union Local ........... AFL-CIO. This authorization is signed voluntarily and on the understanding that the OPEU Voice of the Electorate (VOTE) Committee will use this money to make political contributions and expenditure in connection with federal, state and local elections, and that this voluntary authorization is in response to a joint fund-raising effort by the Office & Professional Employees International Union and the AFL-CIO.

Signed........................................................................

Dated........................................................................

Witness

We urge that this clause in future be negotiated into all new or renegotiated OPEU contracts.

Georgia Businessman Tells Why Labor Law Reform Is Needed

President Carter fielded an anti-labor law reform question in a telephone hookup with the annual convention of the National Newspaper Association. A Kentucky publisher who heads the group asked:

Q: The anti-labor law reform bill recently passed in the House and now pending in the Senate would eliminate primary elections and give employers the right to fire union leaders and representatives. This bill, in the name of trying to醒了 labor, risks the very rights of workers. Why do you support this bill?

A: President Carter was absolutely right. The fundamental reason for workers' rights is that they are mere human beings who have the right to work in dignity and with reasonable security. Sometimes, the right to work is not fair. When we talk about fair labor standards, we are talking about eliminating the threat of unfair labor practices. The workers are not the ones who get caught in the crossfire.

The number of contests unfair labor practice cases is rising. These are not the ones that get hit the way through the process, to the full five-member NLRB.

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Charges Filed</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>1960</td>
<td>34,302</td>
<td></td>
</tr>
<tr>
<td>1976</td>
<td>6,822</td>
<td></td>
</tr>
</tbody>
</table>

The increase is about 500 percent.

Approximately TWO-THIRDS of those charges were against employers. And the number found meritorious by the NLRB general counsel has TRIPPLED in the last 16 years.

Number of complaints issued against employers:

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Pay Involved</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>1960</td>
<td>$1,189,810</td>
<td></td>
</tr>
<tr>
<td>1976</td>
<td>$11,635,885</td>
<td></td>
</tr>
</tbody>
</table>

90 percent of all backpay came from employers.
95 percent of all backpay came from employers.
from the desk of the PRESIDENT

Urgent Appeal to Members To Write Senators Now

The Labor Law Reform Bill, S. 2467, is expected to be debated in the Senate in March. This Bill actually does not in any way revolutionize the processes of the National Labor Relations Board, but rather makes such procedures more expeditious and more efficient.

For example, by expanding the Board membership from five to seven, it allows the Board to act on routine appeals of NLRA hearing officers' rulings by panels of two. It provides that elections be held within 15 days after request for same in uncontested cases, with a 75-day limit in contested cases after a petition has been filed, forcing employers who willfully violate labor laws be denied access to U.S. Government contracts. It provides premium pay for employees reinstated after an unjust discharge.

In the main the Labor Law Reform Bill, if enacted, will help speed up case processing which has been a major obstacle to workers seeking unionism and collective bargaining. At the present time, cases will take anywhere from one to three years before a final decision is arrived at. While the proposals contained in the Labor Reform Measure will not in any way change existing law, they will tend to speed up decision-making.

Organized labor had expected opposition from some segments of management. Despite that, we are supplied by the combination of management forces which have united to defeat labor reform. The U.S. Chamber of Commerce, the National Association of Manufacturers, the Business Round-Table, the National Right-to-Work Committee and numerous others have banded together to kill the Labor Reform Bill in the Senate.

They are not deterred by the fact that J. P. Stevens has been found guilty of violating the law in 13 separate occasions with penalties insufficient to prevent this company from violating the law on numerous future occasions. Instead, for example, the National Right-to-Work Committee has taken full page ads in major newspapers throughout the country proclaiming:

(1) Hundreds of thousands more workers will be forced to join or support unions against their will.

(2) Union treasuries will swell with millions more dollars in forced union dues.

(3) Numerous other misleading statements.

Nowhere is this advertisements you can find any support whatsoever for expediting elections to be conducted by the National Labor Relations Board. Nowhere in these advertisements can you find any criticism whatsoever of J. P. Stevens. The advertisements are completely devoid of any sympathy whatsoever for employees discharged for union activity. Instead, labor is referred to as "Big Labor-officals--the union bosses' steamroller--Union power grab--Freedom loving Americans must contact their Senators and make their voices heard."

Despite overwhelming passage of the Labor Reform Bill in the House of Representatives, the anti-union forces have prevailed upon Senator John Tower of Texas and Senator Orrin Hatch of Utah to lead a filibuster against the passage of this Bill. It does not bother this anti-union combination one bit that a filibuster is an insult to democracy.

Instead, the business blitzkrieg openly brags that it has already killed common situs legislation and delayed, at least for now, the Consumer Protection Agency Bill. Chamber of Commerce President Richard Lesher on cable tells the public that sky will fall again if S. 2467 passes and, at the same time, brags about beating down both workers and consumers.

One thousand five hundred businessmen have visited U.S. Senators to prevent the Labor Law Reform Measure from being enacted in the Senate. While the Bill has a great deal of popular support, it needs additional millions of messages from labor union members in order to ensure its enactment. These messages should be sent to your respective Senators.

Let's get busy and get messages of support for S. 2467 to our Senators immediately!

Making It Easy For You

For your convenience we have inserted two appeals on the last page. All you need do is write your name and address, the place them in envelopes and mail to both senators from your state.

Large and Small, In All Areas of U.S.

More Than 200 Newspapers Endorse Labor Law Reform

All across America, leading newspapers have looked at the provisions of the Labor Law Reform Bill, analyzed them, and recommended passage of the bill S. 2467, because it meets fair standards of need and equity.

Some may conclude that this support for Labor Law Reform is unusual. Not at all. We believe, rather, that there shows an obvious and essential need to correct the unfairness of a law that has been working inequitably.

We feel confident that editors of other newspapers will before or during the Senate debate on S. 2467 conclude that the bill merits the support of every fair-minded American. It deserves to become law.

Here's what some of the papers are saying:

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2 Million Cards and Letters Needed!

Write Your Senators Today!

Reports from some Senate offices on the mail campaign on Labor Law Reform suggest we've pulled even in a few states. It's only a few, but it's far better than in January when the bosses' blitz was pulling far ahead everywhere.

We're underway even in Alabama, Connecticut, Maine, Maryland, Mississippi, Montana, Nebraska and Washington.

But the reports say we're 100 to 1 behind in California, Colorado, Florida, Massachusetts, New Jersey and South Carolina.

Engineers Add 120,000 Total

The Operating Engineers delivered the Senate 100,000 pieces of mail last week—including about 1,000 letters. The red wave return the letters distributed in the union's magazine, the Engineer, in its December issue. J. C. Turner, president of the union's New England engineers, said the response around the country was overwhelming.

Alabama Pleads "Say It Ain't So"

Alabama gets 1,490 postcards together for each of its senators, asked the two of them to adopt a resolution in the Senate that if they proposed legislation sought to be enacted into law for the benefit of all whites, written and economic well-being are alien to the concept of the industrial and labor reformed milieu." With the urging of the Chemical Workers, the AFL-CIO, the National Labor Relations Bill may become a reality.

New York State, City of Akron Back Our Bill

The New York State Assembly and the city of Akron, Ohio have placed the state capital's support of labor law reform. In a resolution passed January 25, the New York resolution declared that this proposed legislation ought to be enacted into law for the benefit of all whites, written and economic well-being are alien to the concept of the industrial and labor reformed milieu." With the urging of the Chemical Workers, the AFL-CIO, the National Labor Relations Bill may become a reality.

Newspapers Urge Action

The National Jewish Community Relations Advisory Council (NDWAC), the umbrella organization for all the major Jewish social agencies, urged its affiliates to write their senators in support of labor law reform. Senator Barbara Mikulski, the city of Akron, Ohio, passed a resolution urging Congress to enact the reform bill.

Jewish Groups Call for Action

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Environment And Consumer Groups Help

Environmentalists and consumers share the concern for rights for American workers. In a special January action alert to their participants, Environmentalists for Full Employment spelled out for support of S. 2467 opposition to any weakening amendments and a vote for closure in the event of a filibuster. They are joined by Harold Carter's Congress Watch and the Million Environment Contours.

In a letter to Congress, 80 leading environmentalists told senators: "Just as environmentalists claim the right to organize, so in fairness to organized workers the right of people to organize, without abuse and unnecessary and costly delays."

Actually Accounted For
How Anti-Union Employers Harass Workers

During House hearings on the Labor Law Reform bill, numerous workers appeared to tell in human terms what it means to try to form a union when a sophisticated employer is equipped to resist them. Here are excerpts from some of their stories:

Walter Cookell
Electrical, Radio & Machine Workers at Montgomery Ward

"Before the election it seems to me they broke all the laws they could break. They gave the girls flowers on the day of the election."

"I have been an employee of Montgomery Ward for 13 years as an outside service technician. I was fired three years and two months ago for union activities, which has been proven by the Board. They gave me my job back four weeks ago. The harassment has still continued. I started the BHWU union several years ago and we had a 100 percent vote. They would not bargain with us and we eventually just let it die.

"Then again at the beginning of 1974 we organized for IUE. We had an election about eight days later. I was fired for a service call. I made a trip to a retired Montgomery Ward manager's house. It seemed to me it was a set-up deal because I had never had a complaint in the previous nine years.

"The NLRB found that I was discriminated against and ordered the company to rehire me and pay me back salary. I was back on the job, but I have not received the backpay. Every morning I am in the boss' office for what they call a donky barbecue."

Jess Radd
Clothing & Textile Workers (ACTWU) at American Enka

"We hope your company will stop this kind of stalling."

"I have been working at American Enka for 10 years. I am only making $3.69 an hour. The company has at least 200 less workers in the plant now than when they were voting for the union...."

Johnny Davis
ACTWU at Wellman Industries

"After five years of fighting...we are praying that the law will be strong enough to help us, because we really need help."

"I have been working at Wellman Industries in Johnsonville, S.C. for the last 19 years. In 1970 we started a campaign to try to get a union organized. I took an active part in signing the committee sheet and helped the people who were unsure to sign their names. I was invited and further instructed them how to fill the cards out...

"We lost the first one in 1970. And we tried again in 1971. That one was put aside. So we still didn't give up. We tried the third time in 1972 and were lucky enough to win.

"But during the three years that we were fighting, we lost a lot of people fired by the company for taking active parts in trying to organize the union there.

"Further, in 1972 we finally got authorized to have a panel of bargaining negotiators and I was appointed to be on that committee. Finally in 1976, the early part of the year, we got the first meeting set up. We held meetings from the first of the year through about five months. At that time the company refused to continue bargaining. So we came to the union organizers. They started filling complaints over and over and over. And the company in turn appealed over and over, and the same as they filled the complaints.

"So we continue through five years of fighting, from 1972 to 1977. We still have no union yet..."

Pauline Frazier
Carpenters at Craftool

"The assistant plant manager propositioned me in a crude and offensive manner...I said no...I was passed over for raises a number of times after that."

"I am a member of the United Brotherhood of Carpenters and have been working since early 1973 for Craftool in Fort Worth as a knurling machine operator. Craftool is a division of the Tandy Corp.

"I received a couple of raises shortly after I began working. There was no clear raise system except that the plant manager would walk through with a tablet and notify people of a raise. About six months after I began working, the assistant plant manager propositioned me in a crude and offensive manner. First he asked a fellow machine operator to lunch and she told me that the assistant plant manager wanted me to go to lunch. I said no and she said, 'Girl, you'll never get anywhere unless you do.' Then, when we were both working, she told him that I refused. A week later he made a crusade advance with suggestive language. I told him, 'An idle mind is the devil's workshop and idle hands are the devil's tools, so you better find something to do before my husband learns of this.' I was passed over for raises a number of times after that even though management had held me up as a model, fast and efficient worker.

Three Destructive Bills

Three identical bills have been introduced in the House and Senate which seek to destroy the present American system of collective bargaining.

These bills were clearly introduced to confuse efforts to reform the nation's basic labor laws. President Carter, whose legislative proposals led to introduction of the Labor Law Reform Act of 1977, would guarantee to workers the rights provided 42 years ago to freely choose to be represented by a union, without any employer coercion or harassment, and to engage in collective bargaining with their employer on wages, hours and working conditions without delay.

Unlike President Carter's proposals, which seek to protect the rights of workers without changing the general rules as to what unions and employers may or may not do, these bills seek no such limited objective. They would open the entire labor law to revision, instead of simply improving procedures and strengthening weak remedies. Because of its present weaknesses, the present labor law is tilted heavily in favor of those employers who resort to illegal tactics to oppose unions. The Eliot Ashbrook-Hatch-Tower bills would only increase that imbalance.

The House bills are H.R. 8289 and H.R. 8310, introduced by Rep. Erlenborn (R-Wis.) and Rep. Ashbrook (R-Ohio); the identical Senate measure is S. 1655, introduced by Sen. Hatch (R-Utah) and Sen. Tower (R-Texas).

What's wrong with these bills?

- They would mean a 180-degree turnaround in the present American system of encouraging collective bargaining as a rational, peaceful means of resolving labor-management disputes, and instead would foster increased tests of strength.
- They would give employers new powers, and remove long-held rights of workers.
- They would impose heavy new work and cost burdens on the National Labor Relations Board and the courts.
- They would force even lengthier delays in protecting the rights of workers to freely choose if they want union representation.
- They would cause the Congress to engage in official hypocrisy by labeling a flagrantly anti-worker bill with the absurd title of "The Employee Bill of Rights."

We've Got a Date

Early In '78!

Dear Senator:

Soon the Senate will be considering S.2467, the Labor Law Reform Bill, which the House passed by a heavy margin. We ask: Please, make sure it comes up early for debate and vote.

S.2467 will be good for business, for workers, and good for the government.

Thank you for your support.

Name

Address

City State Zip

We've Got a Date

Early In '78!

Dear Senator:

Soon the Senate will be considering S.2467, the Labor Law Reform Bill, which the House passed by a heavy margin. We ask: Please, make sure it comes up early for debate and vote.

Please, vote YES for S.2467 without crippling amendments. Labor law reform will be good for business, good for workers, and good for the government.

Thank you for your support.

Name

Address

City State Zip