from the desk of the
PRESIDENT

OCTOBER, 1978

Filibuster on Labor Bill
A Mockery of Democracy

The Labor Law Reform Bill was defeated by a minority of the United States Senate. How could a minority win in a democracy? The answer is simple! The minority used the undemocratic method of filibuster to thwart the wishes of the majority.

Law Reform was passed overwhelmingly in the House of Representatives. It had 59 out of 100 Senators supporting passage. Sixty votes were necessary to break the filibuster in accordance with Senate rules. Failure of the proponents of Labor Law Reform to obtain one additional vote created a situation whereby a minority of 31 Senators was able to defeat the majority of 59. Try explaining that one to children in schools who are being told that our democratic form of government is the finest in the world.

While those of us who have long opposed filibuster, but are forced to accept its democratic contradictions, can understand its use in matters of vital importance to our nation where there are strong feelings on both sides of the issues in dispute, it is difficult to understand this tactic in a matter of little importance to the nation as a whole such as Labor Law Reform.

In effect, the Byrd Amendment to S. 2467, the original Labor Law Reform Bill, was an innocuous measure designed to expedite National Labor Relations Act procedures. The proposal would have increased the present Board from five members to seven. It would have streamlined the procedures to a point where the present backlog of disputes which delays resolution for one to three years would be shortened. The Byrd Amendment did not contain a single major change in present procedures except that the new proposals were designed to speed up the resolution of disputes which should be the goal of every fair-minded American.

As it stands now, without the passage of Labor Law Reform, delays will be continued, if not extended. Disputes between employees and employers will be allowed to flare. Justice Delayed is Justice Denied. The opponents of Labor Law Reform who invoked filibuster to thwart the will of the majority will be directly responsible for increasing discontent and, in my opinion, an increasing number of strikes, both legal and wildcat.

The New Right, which supports Senators Helms, Hodges, Lugar, Dole, Griffin, Hayakawa, Goldwater, Eastland, Tower, Hatch and others who led the filibuster, will be directly responsible for the increased support of the radical left.

As indicated in a previous column, the Communist Party thrives on this type of reactionary activity. That is why the Communist Party opposed the original National Labor Relations Act (Wagner Act) and the Labor Reform Bill.

The people primarily responsible for the use of the filibuster which served to block labor reform have been identified as the New Right. These people are highly ideological and have banded together for purposes of achieving a conservative majority in the United States.

Many trade unionists, including trade union leaders, have received mail sponsored by the New Right on numerous subjects. These subjects dealt with labor reforms, "right-to-work" (for less) programs, and opposition to federal social programs.

Despite the fact that many of the Congressmen and Senators supported by the New Right are Republicans, the New Right hopes to set up a new party designed to attract the loyalty of conservatives, presently in the Democratic Party and the Republican Party. It is anticipated that the standard-bearer of this new party will be drawn from conservatism's own ranks, such as Ronald Reagan, Jesse Helms, Melrdim Thompson and Philip Crane.

The New Right is well helled. Richard Viguerie's direct mail (Continued on Page 3)

No. 380

Oberlin College Yields 30% in 1st OPEIU Pact

A packet of pay boosts and fringe benefits, estimated at approximately 30% over three years, was gained in an initial agreement negotiated for a new office unit at Oberlin College, Ohio, previously represented by an independent union which voted to affiliate with the OPEIU in January.

International Representative George V. Porcaro reports that it calls for a 4% general pay increase each year, plus a COLA with an 8% maximum. In addition, a new wage structure, with automatic step increases to midpoint, will add another 2.6% each year, while longevity increases will boost scales by an additional 3.5% annually for the group. The wage structure also provides for automatic promotional increases. The shift premium was raised to $20 an hour, and overtime computation will now include any holidays or vacation as time worked.

Life insurance was increased to $10,000 per individual, with an option to buy additional coverage at the group rate. Re- tirees will now receive paid-up life insurance policy for $1,000.

A new sick leave clause was negotiated providing 12 eligible days annually to a 60-day maximum (was 30), with employees allowed to charge personal days against the total (2 days previously). Unused sick leave days will be paid back at termination of employment.

A short-term disability plan, much more liberal than which existed, was agreed on to bridge the gap until the long-term disability plan takes effect. It provides full six-month minimum coverage for all seniority employees at 60% of regular pay.

The agreement provides an agency shop. A major clause, and key issue with the bargaining unit, was one guaranteeing that any employee on an approved leave of absence for any reason, medical or otherwise, is entitled to the old job with any salary adjustments that took effect during the absence.

The unit bargaining team as signed to the contract included: Chairmen Robert R. Arnosky and Thomas M. Chick, with members Fred headphones, Carol Cozart, Michelle Cook, Susan Speigel and Gen- ny Folley.

22½% Packet Won at Paper Company

Wisconsin Rapids Local 95 Signs 2-Year Consolidated Pact

A packet of wage boosts and fringe benefits, valued at 22 ½% over two years, was gained by Local 95 in a new contract nego- tiated for its 300-member office unit at Consolidated Paper Co., in Wisconsin Rapids, Wisc., which makes paper products.

Business Representative Larry V. Cross reports that the new agreement calls for wage boosts of 10% in each of the aver- age increases of 11.28% over the two years, bringing the average rate to $7.33 an hour of May 1979. Pay differentials were raised from 15% to 20% for the second shift, and from 25% to 30% for the third.

For the first year, employees with 30 years of service will be entitled to a seven-week vaca- tion. The meal allowance was increased to $2.25 in the first year and $2.75 in the second (was $2.25).

Life and ADD coverage was increased to $7,500 in the first year, and $10,000 in the sec- ond (was $5,000). Sickness and accident benefits go to $115 (was $100 per week) in the first year, and $130 per week in the second year.

Long-term disability benefits were increased to 60% of the base monthly salary (was 50%) in the first year, raising the max- imum monthly payment to $900 from the previous $666.

Major medical was boosted to $100,000 (was $50,000) with no deductible, and will cover all items to 80% from the first dollar of expense.

Members laid-off for lack of work will be covered for three months under the health plan, which previously provided only for one-month coverage.

Pension benefits were raised to $12 per month times years of service in the first year (was $11), and the second year (was $13.25) in the second year. Reduction in early retire- ment benefits was cut to 4% from 6%. The pre-retirement benefit for a surviving spouse shall now include all years of service. Previously, there was a 35-year maximum.

Numerous other language changes were made, including one for expediting arbitration where both parties mutually agree to use this procedure.

The unit negotiating team as signed to the contract included: Chairman George Hardina, Vice Chair- man Dick Neustider, and members Frank Lasecke, Mike Walton, Dan Lorenzen, Myron (Red) Saeger, Rachel Ristow and John Polebitski.

Groton Credit Union Wins 27% Pay Raise in New Pact

Across-the-board wage gains totaling 27% over four years, a greatly improved health-wel- fare plan, and an expansion of the union recognition clause, were won in a new contract re- negotiated by Groton, Conn., Local 106, for its office unit at the Electric Boat Federal Credit Union, President Paul Bruno reports.

It calls for a 7% general in- crease in the first year, 6% in the second, and 7% in each of the following two years. An employer-paid dental plan be- comes effective on August 1, 1981.

Life insurance and ADD coverage was increased from $4,000 to $7,500 in the first year, and to $10,000 on August 1, 1979. Major medical cover- age was boosted to $20,000 in the first year (was $10,000), and goes to $30,000 on the sec- ond contract anniversary.

Weekly disability insurance benefits increase to $115 next August 1 (was $70), and go to $120 on the 1980 anniversary date. An important change in the recognition clause includes any branch office of the credit union opened in New London County.

The unit negotiating team as signed to the contract included: George Alger, Pat Bozcek, and Caroline Siderwicz.

How Senators Voted On Labor Law Reform See Page 4 for tabulation of how senators voted on filibuster to kill it. Keep our foes in mind in YOUR next vote!
American multinationals are now attempting to carry their anti-union crusade overseas using "bully-boy tactics," according to ATMS, a British union representing white-collar employees in the insurance, shipping, banking and commercial fields.

The newest culprit is Gulf & Western, Inc., a giant conglomerate embracing a British company.

As soon as its employees heard of the American acquisition they eagerly sought to join ASTMS, its membership jumping from a modest 20% of the employees to 71% almost over night. When the union sought recognition before the takeover was finalized, its request met with "delaying tactics, traditional in most American companies," ATMS remarks.

Then the British managing director, obedient to his new American masters, after the acquisition, dropped a staff meeting and spoke of the "new optimistic outlook they could anticipate." He declared he didn't want to rush into union recognition; "a surprising statement considering ASTMS already had achieved majority membership among the most appropriate grades," the union says.

Instead, he proposed formation of a staff association (company union), although he said they could "continue their individual membership in ASTMS." To force them to do otherwise would have been a breach of British law, the union points out, adding: "These tactics, typical of anti-union management, have not failed in the past. We will use every means to enforce the right of our members to free collective bargaining."

"As Americans want to do business in Britain they must conform to British industrial practice," the union says it is also considering the possibility of seeking an interview with the Labor Attache at the U.S. Embassy in London.

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**Wisconsin School Unit Forges Ahead**

Pay Raised 28.8% by Local 95 Since Union Won 2 Years Ago

A general wage increase of 11% was declared yesterday by the John M. Bosworth, director of the Council on Wage & Price Stability, that unions have been the real ob-

**Prices, No Pay Boosts, Cause Inflation**

AFL-CIO Official Says Workers Only Seek to Catch Up

Congress and the Administration have failed to zero-in on the basic areas that are pushing prices back to the double digit inflation rate of 1974, according to AFL-CIO Research Director Rudy Oswald.

Attempts to clamp down on workers' rights through voluntary restraints, or such direct action as the Administration's 5.5% lid on federal salary improvement, would do nothing to stem the "re-ignited flames of inflation," he declared.

He said that energy, food, interest rates, inflation, and the "wage-price spiral" continue to build the inflationary pressures, and are cutting the workers' ability to buy the products of their labor and to live up to the "layman's yardstick of cost of living standards."

"Wage increases have nothing to do with the higher food costs or the higher interest rates," Oswald added, pointing out that they are "factually related to workers' paychecks, aiming at raising their standard of living." The "firmness of the captive market," Oswald continued, is "the key to the whole inflation situation, and we have not even begun to take care of it." With the war on inflation, Oswald said, "we have not even begun to set the stage for the war on inflation.

Scott Paper Yields 20% Pay Boost in Maine Pact

The company agreed to contribute an additional $8 per month toward hospital-surgical-dependents' coverage to a total of $40, and to increase life insurance benefits of $500 to $1,000. The increases, the company said, will apply to A&D&H benefits.

Major medical was increased from $15,000/$30,000 to $30,000/$60,000, vision benefits were increased to $100, and dental benefits increased to $100.

The company also agreed to a $2.75-per-hour increase in wages for the first year, $3.25 for the second year, and a $3.75 increase for the third year.
Find Office Women Need to Unionize
Connecticut State Survey Sifts Reasons For Low Pay in Jobs

A significant "lack of knowledge among women clerical workers, not only of their legal rights, but also of the labor laws on overtime, wage payment and the right to unionize," was found in an official study of 400 office workers in Connecticut who responded to a series of questions about the jobs they do. They ranked low pay, lack of promotional opportunity and boredom as the top three problems associated with their jobs, problems directly related to the effectiveness of sex discrimination and sex-role stereotyping in the job market.

The results of the survey have been published in a booklet: Clerical Work: A Manual for Change, by the Permanent Commission on The Status of Women which conducted the study involving some 20 interviews and a public hearing where testimony was taken.

Among those interviewed was Local 329 Vice President Kathy Foley of the Knights of Columbus OPEIU bargaining unit in Hartford, Conn., an organization involved in insurance.

Testimony revealed that in the state, unionized clerical workers received "significantly higher pay" than their non-union counterparts, the starting salary at the unionized insurance company for the lowest grade-file clerk—being $147 per week, rising to $160. The average salary for the unionized office was $9,000 per annum.

The Commission found that the non-union majority of clerical workers is "now in a very narrow salary band, ranging from $6,000 a year to $8,000."

One bookkeeper testified that her work had been mechanized and required increased skill, but this had never been recognized. On the other hand, in the unionized insurance company when the clerical work was computerized, these jobs were re-evaluated through union arbitration and salaries were raised by $3,000 each.

On the question of under-valuation of jobs, another bookkeeper argued that "if bookkeepers had organized on the lines of craft unions, they could have protected standards and, consequently, compensation by requiring and controlling training."

The need for young women to share a broad range of careers outside clerical work, to encourage a closer match between supply and demand, emerged as a very significant factor, according to the report.

"In addressing the issue of low pay in the clerical field, it should also be noted that the absence of unionization has meant that there has been no means to correct for the impact of oversupply," the Commission said.

Some company representatives questioned whether clerical work really "warranted" advancement. It was recognized by both clerical workers and their employers that women were sometimes "as capable and competent as men," internalizing the stereotypes that surround clerical work and fading to demand upward mobility.

The overwhelming sentiment expressed through the PCSW study was that there were large numbers of qualified and competent women eager and able for advancement, but their hopes are not being met.

Boredom and study

salary at the unionized insurance

bus

OPEIU

PAL

Local 139 members Adele Poyner and Suzanne Ruby (left to right) present check to Sister Bennie Worrall, Coordinator of the Samaritans' Colored Clinic, who expressed her gratitude for the $500 gift.

San Diego OPEIU Members Give $500 to Medical Cause

The spirit of unionism inspires many OPEIU members to become volunteer activists in community and charitable affairs in their own areas. One example is Local 139 in San Diego, Calif., which runs a charitable organization known as PAL (Positive Action League). Through raffles, rummage sales and other fund-raising activities it comes to the aid of other community groups in the San Diego area when disaster makes financial aid urgent.

PAL's primary project this year was to bring financial aid to the Flying Samaritans, another local volunteer group which furnished much needed medical and dental care to remote residents of Baja Mexico.

Unfortunately, all the Samaritan supplies were lost earlier this year when a devastating fire destroyed the famed San Diego Aero Space Museum where they were stored. PAL responded to their call and raised $500 for their cause.

3 New York OPEIU Women Attend Institute on Unions

Three members of New York Local 153 were among 115 union women from 25 different unions who attended the 1978 Regional Summer Institute for Union Women in the AFL-CIO's Department of Education and Organizing in Amherst, Mass.

The institute was sponsored by the University and College Labor Education Association's Task Force on Union Women, and required increased special concern to union women, and building women's participation in the Local Union, for example, were taught by union staff and university labor educators.

Three months after their inauguration in 1976 by UCLEA's Task Force on Union Women, Regional Summer Institutes for Union Women have been held each year in the South, Midwest, and the Northeast.

Union-Inspired Pregnancy Bill Passes in House

The House voted 376-43 approval of a union-supported pregnancy disability bill and a conference committee will be set up to work out differences with a Senate-passed measure.

Both versions amend the Civil Rights Act to make clear that the ban on sex discrimination in employment means that women unable to work because of pregnancy, childbirth or related conditions, are entitled to the same benefits provided to workers with other temporary physical disabilities.

If their company has a sick pay or disability insurance plan, they are entitled to its benefits. If no such plan exists, the employer is not required to set one up.

Trade union and women's groups contended that this is what the equal rights law has required all along, but a divided Supreme Court had wavered.

The AFL-CIO and the UAW had filed supporting briefs in the Supreme Court case, brought by the IUE on behalf of women employees at General Electric.

When the adverse decision was handed down in December, 1976, a coalition of unions (including the OPEIU), women's groups and civil rights organizations initiated a drive for corrective legislation.

In response to the campaign, 82 House members and seven senators appeared still introduced by Sen. Harrison A. Williams, Jr. (D-N.J.) and Rep. Augustus F. Hawkins (D-Calif.) to remedy the Supreme Court decision. It was supported by the Carter administration but opposed by the U.S. Chamber of Commerce and other employer groups as "too costly."

Profits Set Record

The nation's manufacturers posted a 23.5% gain in profit margins in the second quarter, one of the largest gains in 30 years, according to the Federal Trade Commission.

The courses and workshops combined skill training (public speaking, basic contract language, grievance handling, and many others), with content given to the AFL-CIO'sCOPE Program, based on a recent survey of special concern to union women, and building women's participation in the Local Union, for example, were taught by union staff and university labor educators.

Filibuster on Labor Bill

(Continued from Page 1)

operations have resulted in millions of dollars to be used for programs which, for the most part, are completely contradictory to the thinking of most Americans. While the New Right would have workers believe that it is acting in their best interests, particularly when it is critical of so-called "big labor" and "labor bosses," the fact of the matter is that it receives most of its contributions from Big Business.

A New Right from organization sent out literature designed to oppose union control of government. Another mobilized opposition to the repeal of the Hatch Act which denies political activity of any kind to federal employees.

Jesse Helms would have us believe that he is "gravely concerned about the very real possibility of a relative handful of union bosses seizing control of American government."

Representative John E. Cummingham of the State of Washington in opposing a state election-day registration law, wrote to his constituents "The union bosses will have their troops out on election day digging up derelicts, vagrants, and anyone else who will take a dollar to cast a vote." He also stated that "George Meany's henchmen will drive them to the polls like a herd of blind cattle. We must stop these villains from seizing control and final control of our elections."

The reverse is the truth. Organized labor represents less than one-fifth of the workers in the United States. Despite the publicity given to the AFL-CIO'sCOPE Program, based on a recent survey, it is eighth on the list of groups raising money for political purposes. Seven organizations representing Big Business and the medical associations have raised far more money individually than the AFL-CIO.

There is no way that the AFL-CIO can compete with Big Business in raising money. It must raise money, however, to support those candidates friendly to working men and women who cannot obtain campaign funds from other sources. Organized labor's only chance to compete in the political arena is through the registration of its members.

It must also devise some method whereby members of AFL-CIO unions receive in person or by mail financial reports, and "call" where he is not doing enough. The bipartisan crowd should strive to stop the politicalization of organized labor.
Move to Cut Back Pay Gains Fails

**Kitasal Service Reverses Stand When Unit Shows Fight**

Wage boosts in the first year ranging from $40 to $60 per month, retroactive to July 1, with a cost-of-living increase on July 1, 1979, based on the weighted average rate for all employees instead of individual rates, were gained by Tacoma Local 23 in a new two-year contract negotiated for its office unit at Kitsap Physicians Service, in Bremerton, Wash. The service administers medical insurance.

Business Representative Frank E. Fennerty, Jr., reports that the wage structure was changed to provide nine instead of three pay groups. A system of wage reviews and $10 automatic six-month merit increases was agreed on, provided at least half the employees receive them. If the system doesn’t work, it can be negotiated out next time, he notes.

He said the employer started the negotiations by trying to take away the substantial wage increases of previous years, a proposal the unit vigorously turned down. It settled instead for a modest increase, improved language relating to job security, and several increased fringe benefits.

Among other gains, the employer agreed to increase from 80% to 100% the premium payments for family medical and dental insurance coverage.

The unit team assisting in the negotiations included Barbara Reddin, Jann Voigt, Joyce Atkin, Beverly Ryan, and Terry Kennedy.

The Labor Law Reform Bill (5,2467) was withdrawn from the floor of the U.S. Senate and sent back to committee on June 22. The "filibustering minority" had their way. The bill couldn’t even be brought to a vote because of the radical right, and the failure of some of our representatives to vote to cut off the so-called “debate.” Thus, the bill died for this session, at least.

CHARGES of anti-union activity by the Canadian banking industry have been filed by the Canadian Labour Congress which warns that the trade union movement had "no intention of tolerating such tactics."

CLC President Dennis McDermott declared that "contrary to their repeated denials, their performance proved otherwise."

He charged that the banks "are attempting to subvert their employees’ legal right to join a union and it’s time they (banks) were exposed to the public for what they are.”

McDermott revealed that formal charges already have been filed against the Canadian Imperial Bank of Commerce, accused of holding "captive audience" meetings, interrogation of employees, circulation of prejudicial literature and dismissal of union members. He added:

"The formal charges laid against the Bank of Commerce should serve as a warning to all banks that they cannot go outside the law to stop their employees from joining a union. The Congress intends to defend the bank employees’ legal and democratic rights every step of the way."

"There are laws in this country to protect working people. No one is too big or powerful to ignore them...not even the banks.”

HOw Did Senators Represent You, the Voter?

The following list of senators shows, by state, those who voted “Right” for working people (by R following the name), and “Wrong,” “W” against workers’ right of protection under the law.

This list will help you—the voter—to reward our friends and punish our senate foes if they are up for reelection in November.

**NOTE ON ROLL CALLS:** The first column is the senator’s name; the second column, his party’s majority; the third column, senators who voted against workers’ right of protection. The other five columns are the number of those voting and the outcome of the vote. The roll call allows for a quick reference to how each senator voted on the issue.

The U.S. Senate voted on the following issues:

**The Votes of June: R=Right W=Wrong**

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**CLC Lashes Canada Banks For Using Anti-Union Tactics**

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**U.S. Price Index**

U.S. Bureau of Labor Statistics

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**Canadian Price Index**

Statistics Canada

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

William A. Lewis, Sec-Treas.
815 16th Street, N.W., Suite 686
Washington, D.C. 20006

WHITE COLLAR October, 1978

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**Republicans in italics:**

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- Young
- Burdick
- Ohio
- Metzenbaum
- Oregon
- Hartfield
- Pennsylvania
- Schwarzenegger
- Rhode Island
- Patrick
- Chafee
- South Carolina
- Thurmond
- Hollings
- South Dakota
- McGovern
- Abourezk
- Tennessee
- Baker
- Sasser
- Texas
- Tower
- Benefield
- Utah
- Garren
- Hatch
- Vermont
- Stafford
- Leahy
- Virginia
- Byrd (Ind.)
- Scott
- Washington
- Magnussen
- Jackson
- West Virginia
- Byrd
- Randolph
- Wisconsin
- Proxmire
- Nelson
- Wyoming
- Hansen
- Wallop

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