



WHITE COLLAR

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

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from the desk
of the
PRESIDENT

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.

Labor 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 our 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 facilitate 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 fester. *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 reform, "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 would be drawn from conservatism's own ranks, such as Ronald Reagan, Jesse Helms, Meldrim Thompson and Philip Crane.

The New Right is well heeled. Richard Viguerie's direct mail

(Continued on Page 3)

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 a further 0.5% annually for the group.

The wage structure also pro-

vides 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. Retirees will now receive a paid-up life insurance policy for \$1,000.

A new sick leave clause was negotiated, providing 12 working 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 that

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 assisting Porcaro in the negotiations was chaired by Jean Binford, and included Anne Ludlow, Carol Cozart, Michelle Gross, Susan Speigel and Geny 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 22½% over two years, was gained by Local 95 in a new contract renegotiated for its 300-member office unit at Consolidated Paper Co., in Wisconsin Rapids, Wisc., which makes paper products and laminated plastics.

Business Representative Larry V. Cross reports that the new agreement calls for wage boosts of 10% in each year, an average increase of \$1.28 an hour over the two years, bringing the average rate to \$7.33 an hour on May 1, 1979. Shift differentials were raised from 15¢ to 20¢ for the second shift, and from 25¢ to 30¢ for the third.

For the first time, employees with 30 years of service will be entitled to a seven-week vacation. The meal allowance was increased to \$2.50 in the first year and \$2.75 in the second (was \$2.25).

Life and AD&D coverage was raised to \$7,500 in the first year, and \$10,000 in the second (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 maximum 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 will be further increased to \$13.25 in the second year. Reduction in early retirement 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 expedited arbitration where both parties mutually agree to use this procedure.

The unit negotiating team assisting Cross included Chairman George Hardina, Vice Chairman Dick Neustifter, 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-welfare plan, and an expansion of the union recognition clause, were won in a new contract renegotiated 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 increase in the first year, 6% in the second, and 7% in each of the following two years. An employer-paid dental plan becomes effective on August 1, 1981.

Life insurance and AD&D 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 second 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 assisting Bruno included George Alger, Pat Bozek, and Caroline Siderewicz.

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!

WHITE COLLAR

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

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Far Right Hypocrisy

An OPEIU member has given us a fund-appeal letter recently sent to his home address by Thomas J. Harris, chairman of the National Right to Work (for less) Legal Defense Foundation, Inc., of Fairfax, Va., posing as a "charitable foundation."

The letter urgently pleads for donations, ranging from a widow's mite to \$500 or "as much as you can afford," so that it can continue its crusade of liberating "employees whose rights are abused by compulsory unionism," a crusade in which it claims "great success."

It emphasizes that donations are tax-deductible, waves the flag, denounces "union tyranny," and utters a patriotic rallying cry that it is "protecting the freedom of all Americans," particularly "future generations."

But it sadly adds that its "promising future is threatened" by lawsuits filed against it by "twelve giant unions and the AFL-CIO, trying to tie us up in endless litigation."

However, it studiously avoids explaining that the litigation referred to is an effort by the unions to smoke out the identity of the individuals or organizations which are secretly financing its bitter anti-union crusade in the guise of "charity."

In view of today's high prices for mailing lists, printing and postage, without counting rent for office space plus salaries for clerical help and other expenses, the cost of this vicious anti-union propaganda must run into a tremendous figure.

Whether or not this letter brings any donations, it's obvious that this hysterical type of anti-union propaganda can have a telling effect on those of the far-right persuasion who are ready to believe anything which reflects on the labor movement. As our OPEIU member dryly commented:

"This self-anointed law factory, cynically masquerading as a 'charity' but dedicated to fighting unionism tooth-and-nail, is a phony set-up. Its own legal staff are the only ones who will personally benefit from this expensive crusade—not the misguided workers it pretends to protect in the sacred name of 'freedom.'"

We heartily agree. But we fail to see why those who enforce the Internal Revenue Code allow this masquerade to continue. Clearly, they are aiding and abetting a cynical group of lawyers to perpetrate a gigantic fraud on the American people.

VOTE Check-Off Urged

Under 1976 amendments to the Federal Campaign Act, labor unions are entitled under law to seek a check-off provision in their contracts for voluntary contributions from members to VOTE (Voice of the Electorate), the OPEIU political action fund.

This is a major breakthrough for the labor movement and its political programs, and is an opportunity that should be grasped by all Local Unions, particularly those in, or with pending, contract negotiations.

Some OPEIU Locals already have a VOTE check-off in their contracts, but all should negotiate them. The check-off has many advantages over traditional methods of collecting such contributions. They are:

- It will increase substantially VOTE contributions, and the influence the OPEIU can exert on candidates for national, state and local political offices.
- It will help to offset the huge amounts generated by corporations and wealthy individuals.
- It will relieve much of the burden on annual VOTE collections, usually borne by a few people willing to shoulder the responsibility and free them for other VOTE activity such as registration, education and getting out the voters.
- It will make the individual member more aware of labor's political program, more interested in it, and more supportive of it because it provides a sense of continuing participation.

A political campaign is not only a battle of dollars, but to the extent that money helps (and it helps a lot), anti-labor candidates will be riding high with corporate and right-wing Political Action Committees providing their war chests.

Every OPEIU member has a personal stake in seeing to it that this corporate effort, mounting in intensity to destroy unionism, is defeated. We feel sure that all our members will rise to meet this ominous challenge to their future well-being.

Anti-Union Bias Extends Overseas

British Union Cites U.S. Firm for Using "Bully-Boy" Tactics

American multinationals are now attempting to carry their anti-union crusade overseas using "bully-boy tactics," according to ASTMS, 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 overnight. When the union sought

recognition before the takeover was finalized, its request met with "delaying tactics, traditional in most American companies," ASTMS remarks.

Then the British managing director, obedient to his new American masters, after the takeover called 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 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 and will not deter us. We will use every means to enforce the right of our members to free collective bargaining.

"If American firms want to do business in Britain they must conform to British industrial practice."

ASTMS says it is also considering the possibility of seeking an interview with the Labor Attache at the U.S. Embassy in London.

Wisconsin School Unit Forges Ahead

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

A general wage increase of 11.9%, averaging 42¢ an hour although some individuals received as high as 60¢, was gained by Local 95 in a new one-year contract renegotiated for its clerical unit at the Mid-State Vocational, Technical, Adult Education District in Wisconsin Rapids, Wisc., part of the Wisconsin State VTAE System.

Local 95 Business Representative Larry V. Cross reports that the new wage schedule is based on grades and seniority, a primary objective of the unit since it was organized two years ago.

Other gains were an additional paid holiday, the day after Thanksgiving, bringing the annual total to 9½; eligibility for a third vacation week reduced to seven years of service (was 8), and an agreement by the school district to pay the entire increase in health insurance premiums which were scheduled to go up on September 1.

The agreement is retroactive to July 1 and runs to June 30, 1979.

Since the unit was organized in June, 1976, Cross notes that wages have been increased by 28.8% as a result of collective bargaining. During the same

period, it has also won increased time off. This includes 16 additional hours of holiday time, eight hours of personal time, and reduced eligibility for vacation.

Among other gains are expedited arbitration in grievance procedures; grandparents of spouse and stepchildren included in the bereavement clause; floating holidays for those observed on a weekend, and no discrimination against the handicapped.

The unit team assisting Cross in the negotiations included Chairperson Betty Hoekstra, with Angeline Ebsen and Nancy Lamb as committee members.

Prices, Not 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' earnings 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 and medical care continue to build the inflationary pressures, and are stealing the workers' ability to buy the goods and services needed to sustain living standards.

"Wage increases have nothing to do with the higher food costs or the higher interest rates," Oswald stressed, pointing out that they are only "attempts by workers to catch up with the slashes that inflation has taken from their paychecks."

The federation's chief economist took sharp issue with the recent allegation of Barry Bosworth, director of the Council on Wage & Price Stability, that "unions have been the real ob-

stacle in the battle against inflation by refusing to commit themselves to diminished wage increases."

"Such charges are both untrue and premature," Oswald said, noting that the contract negotiations Bosworth was talking about are largely a year or more away, and that controlling inflation in 1978 does not hinge on contract talks that won't take place until 1979.

Scott Paper Yields 20% Pay Boost in Maine Pact

A 20% wage boost with numerous improvements in health-welfare and pension plan benefits were won by Local 260 in a new two-year agreement renegotiated for its office unit at Scott Paper Company's northeast operations plant, in Winslow, Me.

International Representative John B. Connolly reports that it calls for a 10% across-the-board wage increase in each year. The first year boost is retroactive to May 29. The second shift differential was increased to 14¢ an hour (was 13¢), and the third shift differential in the second year will go to 21¢ (was 20¢).

"The labor movement has indicated a broad willingness to moderate its wage demands as prices moderate, but not to make a commitment that says that regardless of what happens to prices workers will take less in wages," he declared.

"That," he added, "would be committing workers to even further hardships, heaped on those they have already suffered from past inflation."

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 benefit plan coverage to \$13,000 in the first year (was \$12,000), and to \$14,000 in the second year. The same levels will apply to AD&D benefits.

Major medical was increased from \$15,000/\$30,000 to \$30,000/\$500,000, payable at 80% of covered medical expenses to a maximum of \$30,000, and thereafter payable at 100% of covered medical expenses to a maximum of \$500,000.

Reminder!
Donate \$2 To Vote

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 practices 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 also 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 "are concentrated 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 undervaluation 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 consider 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 Commis-

sion said.

Some company representatives questioned whether clericals really "wanted" advancement. It was recognized by both clerical workers and their employers that women were sometimes "their own worst enemies," internalizing the stereotypes that surround clerical work and failing 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.

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 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 held otherwise. 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 co-sponsored a bill 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 25.5% gain in profit margins in the second quarter, one of the largest gains in 30 years, according to the Federal Trade Commission.

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 at the University of Massachusetts in Amherst, Mass.

The institute was sponsored by the University and College Labor Education Association's Task Force on Union Women, the AFL-CIO's Department of Education, and labor unions in the Northeast region.

The group included nurse's aides, office and professional workers, state and federal employees, and auto workers.

The courses and workshops combined skill training (public speaking, basic contract language, grievance handling, and many others), with content courses (legislative issues 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.

Since 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.



The three Local 153 members who attended the institute are (from left): Vivian Wadlington, Business Representative Gladys Lee and Emagene T. Walker.

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 front 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. Cunningham 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 total 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's COPE 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 the aims of 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 information on a regular basis for use in influencing their votes on election day. Organized workers in the United States must be convinced that they are a distinct minority and have a long uphill struggle which can only be won at the polls.

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 regions 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.



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

Move to Cut Back Pay Gains Fails

Kitsap 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 renegotiated 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 Atkins, Beverly Ryan, and Terry Kennedy.

CLC Lashes Canada Banks For Using Anti-Union Tactics

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.

The Labor Law Reform Bill (S.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.

The Votes of June: R—Right W—Wrong PR—Paired Right PW—Paired Wrong A—Absent

NOTE ON ROLL CALLS: The first column is the one non-cloture, simple majority rollcall. The other five columns are cloture votes. The only news in the meaningless cloture vote No. 6 was the announcement by Sen. Russell Long (D-La.) that he would support (R) cloture.

	1st	2nd	3rd	4th	5th		1st	2nd	3rd	4th	5th
<i>Republicans in italics</i>											
Alabama											
Sparkman	PR	W	PW	W	W						
Allen				W	W						
Alaska											
Stevens	W	W	W	W	R	R					
Gravel	R	A	R	R	R	R					
Arizona											
Goldwater	W	W	W	W	W	W					
DeConcini	W	R	R	R	R	R					
Arkansas											
Bumpers	W	W	W	W	W	W					
Hodges	W	W	W	W	W	W					
California											
Cranston	R	R	R	R	R	R					
Hayakawa	W	W	W	W	W	W					
Colorado											
Haskell	R	R	R	R	R	R					
Hart	R	R	R	R	R	R					
Connecticut											
Ribicoff	R	R	R	R	R	R					
Weicker	R	R	R	A	R	R					
Delaware											
Roth	W	W	W	W	W	W					
Biden	R	R	A	R	R	R					
Florida											
Chiles	W	W	W	W	W	W					
Stone	W	W	W	W	W	W					
Georgia											
Talmadge	W	W	W	W	W	W					
Nunn	W	W	W	W	W	W					
Hawaii											
Inouye	A	R	R	R	R	R					
Matsunaga	R	R	R	R	R	R					
Idaho											
Church	R	R	R	R	R	R					
McClure	W	W	W	W	W	W					
Illinois											
Percy	W	W	W	W	R	R					
Stevenson	R	R	R	R	R	R					
Indiana											
Bayh	R	R	R	R	R	R					
Lugar	W	W	W	W	W	W					
Iowa											
Clark	R	R	R	R	R	R					
Culver	R	R	R	R	R	R					
Kansas											
Pearson	W	R	R	R	R	R					
Dole	W	W	W	W	W	W					
Kentucky											
Huddleston	R	W	R	R	R	R					
Ford	R	W	R	R	R	R					
Louisiana											
Long	R	W	W	W	W	W					
Johnston	W	W	W	W	W	W					
Maine											
Muskie	R	A	R	R	R	R					
Hathaway	R	R	R	R	R	R					
Maryland											
Mathias	R	R	R	R	R	R					
Sarbanes	R	R	R	R	R	R					
Massachusetts											
Kennedy	R	R	R	R	R	R					
Brooke	R	A	A	R	R	R					
Michigan											
Griffin	W	W	W	W	W	W					
Riegle	R	R	R	R	R	R					
Minnesota											
Anderson	R	R	R	R	R	R					
Humphrey	PR	A	A	R	R	R					
Mississippi											
Eastland	A	W	A	W	W	W					
Stennis	W	W	W	W	W	A					
Missouri											
Eagleton	R	R	R	R	R	R					
Danforth	W	W	W	W	W	W					
Montana											
Melcher	R	R	R	R	R	R					
Hatfield	R	A	R	R	R	R					
Nebraska											
Curtis	W	W	W	W	W	W					
Zorinsky	PW	W	W	W	W	W					
Nevada											
Cannon	W	PW	W	W	W	W					
Laxalt	W	W	W	W	W	A					
New Hampshire											
McIntyre	R	W	R	R	R	R					
Durkin	R	R	R	R	R	R					
New Jersey											
Case	R	A	R	R	R	R					
Williams	R	R	R	R	R	R					
New Mexico											
Domenici	A	W	A	W	W	A					
Schmitt	A	W	A	W	W	W					
New York											
Javits	R	R	R	R	R	R					
Moynihan	R	R	R	R	R	R					
North Carolina											
Helms	W	W	W	W	W	W					
Morgan	PW	W	W	W	A	W					
North Dakota											
Young	W	W	W	W	W	W					
Burdick	R	R	R	R	R	R					
Ohio											
Glenn	R	R	R	R	R	R					
Metzenbaum	R	R	R	R	R	R					
Oklahoma											
Bellmon	W	W	W	W	W	W					
Bartlett	W	W	W	A	W	W					
Oregon											
Hatfield	PR	R	A	R	R	R					
Packwood	R	R	R	R	R	R					
Pennsylvania											
Schweiker	R	R	R	R	R	R					
Heinz	R	W	W	W	R	R					
Rhode Island											
Pell	R	R	R	R	R	R					
Chafee	R	R	R	R	R	R					
South Carolina											
Thurmond	W	W	W	W	W	W					
Hollings	W	W	W	W	W	W					
South Dakota											
McGovern	R	R	R	R	R	R					
Abourezk	R	A	R	R	R	R					
Tennessee											
Baker	W	W	W	W	W	W					
Sasser	R	PR	R	R	R	R					
Texas											
Tower	W	W	W	W	W	W					
Bentsen	W	W	W	W	W	W					
Utah											
Garn	W	W	W	W	W	W					
Hatch	W	W	W	W	W	W					
Vermont											
Stafford	R	W	W	R	R	R					
Leahy	R	R	R	R	R	R					
Virginia											
Byrd (Ind.)	W	W	W	W	W	W					