

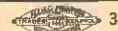


# WHITE COLLAR

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

No. 389

JULY-AUGUST 1979



## Executive Board Meets:

# Coughlin Retires August 1 as OPEIU President; John Kelly Chosen to Replace Him in Post

## *Retiring President and His Successor*



Howard Coughlin



John Kelly

Howard Coughlin's retirement announcement closes a 41-year career in the labor movement as a union leader, beginning in 1938 when he formed a 200-member white-collar unit in New York with an AFL charter which later became OPEIU Local 153. He was elected its first Business Manager.

In 1951, he was elected an OPEIU Vice President and in 1953 was elected to the office of President being reelected repeatedly by succeeding Triennial Conventions. In 1977 he was reelected unanimously to his tenth consecutive term which would have expired in June, 1980.

During his terms of office, OPEIU grew steadily from about 30,000 members, when he became President, to its present strength of 109,000 in the United States, Canada, Puerto Rico and Hawaii.

### Represented U.S. Abroad

By appointment of three U.S. Presidents—Eisenhower, Kennedy and Johnson—he represented the U.S. government as a delegate to several international labor conferences in various countries in Europe and Asia.

He was also a member of the Executive Board and Vice President of FIET, the international body representing more than 40-million white-collar employees throughout the Free World.

On numerous occasions, he was appointed by AFL-CIO President George Meany to serve as an AFL-CIO delegate to international conferences in the Western Hemisphere. Among them were the Seventh Constitutional Convention of the Canadian Labour Congress in Toronto, and that of the Inter-American Unions held in Mexico City.

In addition, he has also served as a mediator for the AFL-CIO Internal Disputes Plan which was set up to iron out jurisdictional disputes between its various union affiliates. He was re-

John Kelly, 51, brings to his new post as International President a rich and varied experience in union organizing, contract negotiations, and personal qualities that marked him for potential leadership since he first entered the labor movement.

He became interested in this during the post World War II period as an organizer for the Retail Clerks International Association which was then unionizing department store employees. At that time, the OPEIU's Local 153 was conducting joint campaigns with the RCIA in this activity. During one of these campaigns he first met Howard Coughlin.

An energetic, outgoing individual exuding personal magnetism, he quickly made an enduring impression on the then Local 153 Business Manager. This was described in *White Collar*, a book which details the history and growth of the OPEIU, as follows:

"Howard Coughlin became acquainted with the handsome young lad with the quick and ready smile," who marked him for future leadership roles in the white-collar union movement. However, several years were to elapse before this could happen.

### Veteran of Korean War

During the Korean War Kelly was called for national service which lasted until that war ended. After his army discharge, he joined the Local 153 staff in 1952 as an Organizer and Business Representative, before being promoted to Assistant Business Manager.

As a result, his valuable contributions to Local 153 made him the logical choice for the post of Secretary-Treasurer to which he was elected in 1969. In that year, he was also appointed an International Vice President for the Northeast region to fill a vacancy on the Executive Board at the time.

Howard Coughlin, International President of the OPEIU, announced to the Executive Board at its recent meeting in Colorado Springs, Col., that he planned to retire from the office effective August 1, 1979. He had been elected to his tenth successive three-year term by the 1977 Convention.

Although Board members made numerous efforts to persuade Coughlin to rescind his decision, without success, his retirement was accepted with their deepest regret and reluctance. The Board then elected John Kelly, Vice President for the Eastern region, to succeed him in the office of International President.

In grateful appreciation of his long and faithful service as International President, an office he had filled since 1953, and his invaluable contributions to the growth of the Office & Professional Employees International Union, the Board then designated Coughlin as International President Emeritus.

John Kelly, who takes over the office of International President on August 1, has functioned as Business Manager of New York Local 153, the largest Local in the OPEIU, for the past ten years. Before that, he served as Organizer, Business Representative and Secretary-Treasurer of Local 153 for approximately 20 years.

### Other actions taken by the Board

- It approved the final report by President Coughlin which indicated that OPEIU membership in the United States and Canada had increased by approximately 8,000 since the 1977 Convention.

- It approved arrangements for the 1980 Convention to be held at the Sheraton Centre in New York City from June 9 to 13.

- Agreed that the Henderson B. Douglas Award for new organizing in 1978, for which both Local and International Representatives are eligible, be divided between International Representatives Jim Bloodworth for organizing 350 employees of Group Health Insurance in Coral Gables, Fla., and Chuck Rader for organizing some 400 employees at the Midwest Stock Exchange in Chicago.

- Because of the rising costs of postal charges, which are scheduled to go up another 13 percent this July 8 with still higher rates in prospect later, the Board agreed that as a result changes would have to be made in the publication schedule of "*White Collar*," which heretofore has appeared monthly. It was decided that in future it will be published six times a year, a bimonthly, with color to be added to its present black and white format.

- The Board agreed that the OPEIU should urge the National Institute of Occupational Safety and Health to undertake a thorough investigation of the health hazards for office employees resulting from the growing use of Video Display Terminals or Cathode Ray Tubes, now proliferating because of increasing office automation.

- The Board acted on numerous appeals from various appellants throughout the United States and Canada.

- It directed Vice President and Canadian Director Romeo Corbeil to investigate the failure of Local 290 in Burlington, Ontario, to pay its per capita tax obligations to the Central Ontario OPEIU Council.

*See Coughlin's final column on Page 4 in which he reveals the various factors he weighed before reaching his firm decision to retire from the OPEIU Presidency at this time.*

**WHITE COLLAR**

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

HOWARD COUGHLIN  
President

WILLIAM A. LOWE  
Secretary-Treasurer

POSTMASTERS, ATTENTION — Change of address Form 3579 should be addressed to: Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20006.



PRINTED IN U.S.A.

ISSN 0043-4876

Published monthly, except for combined July-August issue, by Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20006. Second class postage paid at Washington, D.C.

Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

## A Treacherous Quicksand

The lure of a balanced budget through a constitutional convention is treacherous quicksand, and could plunge the American people into the deepest Depression ever. Both liberals and conservatives agree that it would be self-defeating.

Walter Heller, chief economic advisor to the late President Kennedy, made this comment: "The proposed amendment would have the Federal government balance its budget—but would destroy its capacity to serve as a balance wheel in the American economy. It is highly dangerous; dangerous to the jobs of Americans and dangerous to the strength of the American economy."

Said Conservative economist Alan Greenspan: "I sympathize with the goal, but I must conclude that balancing a budget, year in, year out . . . is technically infeasible. I do not really know any responsible economist who would see it otherwise."

Yet, there's an ugly mood in Washington as members of the House and Senate hear from state legislatures that they want the Federal budget balanced, despite the fact that some \$83 billion in Federal dollars are granted to state and local governments.

Representative David Obey of Wisconsin recently did an interesting calculation for his fellow members of Congress. He took the current Federal deficit of \$33 billion and figured out each state's share of that deficit, based on the current levels of grants and other forms of aid.

Here, for a selected group of states is the reduction in Federal aid that would result from this approach to balancing the Federal budget:

(In millions of dollars)					
Alabama	\$541	Kentucky	\$402	New York	\$3,345
Alaska	163	Maine	200	North Carolina	745
Arkansas	339	Massachusetts	1,340	Ohio	1,506
California	3,558	Michigan	1,362	Rhode Island	167
Connecticut	449	Minnesota	565	Tennessee	542
Hawaii	182	Missouri	490	Vermont	98
Idaho	121	Montana	187	Washington	595
Illinois	1,569	New Hampshire	142	West Virginia	295
Iowa	318	New Jersey	1,199	Wisconsin	816

Do you want your state to lose? Only defeat of this constitutional proposal will save it from these devastating cuts. To resort to this previously unused device would be to invite disaster. Organized labor is against this proposal.

## The Davis-Bacon Act

The Davis-Bacon Act, which safeguards building trades' wages and standards, can hardly be considered the offspring of bleeding heart liberals. It was proposed by bedrock Republicans in the Hoover administration and had overwhelming support in the U.S. House and Senate.

When it was enacted in 1931 by voice vote in the 71st Congress, the House was controlled by the GOP 267-163; the Senate 56-39.

But the campaign today to kill Davis-Bacon is not an isolated attack. It is part of a multi-front drive to weaken the entire trade union structure. Its end goal is to take away any strength unions have in representing their members and put American workers back in a one-to-one situation with the boss, as in the pre-1935 era.

The same forces behind the Davis-Bacon repeal proposal were responsible for defeat of equal picketing rights for construction workers two years ago, and for defeat of labor law reform last year.

They are essentially the same crowd pushing for a national "right-to-work (for less) law. They are the same people from the Roundtable and national business associations and firms that hire professional union-busting consultants to help them oust unions from the workplace or keep them from getting in.

Politically, they are the heads of right-wing and corporate PAC's which dispense huge sums to union-busting political candidates who, they know, once elected will respond with affirmative votes in Congress for their union-busting program.

So, it's all tied in, and success for them on any front is success for them on all fronts.

That is why saving Davis-Bacon is not simply an isolated battle for building trades workers to wage alone. It is every union member's fight.

Letters to your Senators and Congressman can be very effective in this battle. Equally important can be letters to the editor of your local newspaper giving your views, thus enlightening public opinion in your community.

# Gas Pump Ripoffs Driving You Crazy?

Gasoline price increases are leading the inflation parade, and are making it very difficult for workers who need their cars to get to work. You can join thousands of union members all across America who are helping to fight inflation by identifying unjustified price increases. The AFL-CIO will give every price increase report to President Carter's inflation-fighters and demand action to stop inflation.

Mail your completed form to: Operation Price Watch, AFL-CIO, 815 16th Street N.W., Washington, D.C. 20006

Name of gas station: \_\_\_\_\_

Address of gas station: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_

(Please report same items, same brands, same gas station)

Item	Brand Name	Price on	Price on
Gasoline—			
Leaded Regular, 1 Gallon	_____	_____	_____
Leaded Premium, 1 Gallon	_____	_____	_____
Unleaded Regular, 1 Gallon	_____	_____	_____
Unleaded Premium, 1 Gallon	_____	_____	_____
Motor Oil—10W-30 Detergent, 1 Quart	_____	_____	_____
Bus Fare	_____	_____	_____

Your name: \_\_\_\_\_

Address: \_\_\_\_\_

## Retiring President and His Successor

(Continued from Page 1)

Coughlin

Kelly

cently reelected to serve another term as Chairman of the Executive Board of the American Arbitration Association, being the first union official ever to fill the post.

The late Governor Nelson A. Rockefeller appointed him a member of the New York State Judicial Screening Committee, and also as a member of the Temporary State Commission on Judicial Conduct.

He was appointed to the New York State Banking Board in 1974, and was reappointed in 1977.

"Kelly's competence and strong leadership of Local 153 in the years that followed enabled Coughlin to forego much of the time he formerly spent on the Local's affairs," the (White Collar) history noted.

In 1977 Kelly was elected Business Manager of Local 153, an office Coughlin had filled from its inception.

Kelly is a leader of the New York Hotel & Motel Trades Council, and also a Vice President and Treasurer of the Council's community arm —The Neighborhood Service Councils.

## Fall Dates Set for OPEIU Educational Conferences

Director of Organization Art Lewandowski announces that the Fall series of Educational Conferences will be held as follows:

The Western Conference will be held on September 15 and

16 in the Thunderbird Inn at the Quay (foot of Columbia Street) in Vancouver, Washington. Portland Local 11 will act as conference host.

The Northcentral Conference will be held on October 5 and

6 at the Mead Hotel in Wisconsin Rapids, Wis. Local 95 will act as host.

Arrangements have not yet been concluded for the Northeast Conference which will be held in early November in Philadelphia, Pa., where Local 14 will serve as host. Further details will be announced later.

When You Fly

Please don't use Delta or Continental Air Lines!

## FIET Executive Committee Holds Two-Day Meeting in Far East



Representing white-collar workers throughout the Free World, the FIET World Executive Committee held its 42nd meeting in Singapore on April 9 and 10. OPEIU President Howard Coughlin, a Vice President and member of the FIET committee, was unable to attend the two-day session. It involved a 22-hour flight by jet each way.

## AFL-CIO Organ Sounds Alert on New Technology

Coping with technological change in offices, more important today than ever before with the development of micro-computers and word-processing, is the subject of a long article in *Interface*, organ of the AFL-CIO Department of Professional Employees, of which OPEIU is a member. Below is the first installment.

Radical technological change is slicing its way through America's offices, factories and stores, undercutting familiar ways of working and living. As the changes intensify, there may follow serious social and political repercussions unless imaginative programs are devised to help people adjust to their new roles.

Technological advances are now so rapid that we cannot extrapolate from the past. We cannot sit back in a placid fashion and think for one moment that our society can absorb the impact created by automation on our socio-economic condition merely by making some adjustments here and there.

One of the major problems in coping with technological advances is that in many cases people don't recognize the effects until it's too late.

We must begin to act now to safeguard our ability—and our children's ability—to function in the world of tomorrow.

Management, labor and government, working together, must confront and solve the challenges presented by these new technological developments. Retraining or re-education can help, but this will not put food on the table of workers with obsolete skills.

Such persons often must spend months or even

years to attain new skills, assuming they have the ability. Furthermore, one must realistically set new goals in accordance with his or her ability in light of the future needs in the workplace.

It is rather foolish, for example, to talk about re-training people if they are being prepared for jobs in industries which are themselves going to become obsolete or drastically changed as a result of further automation.

More than ever before, we have to concentrate on what we really want. We are the masters of our fate. The machines are really only our servants.

Obviously, there will be victims of the new technologies who will need support during their periods of adjustment. They are victims and if we refuse to help them adjust, the only alternative is to go back to the so-called survival of the fittest concept.

This may appear to be a very attractive philosophy to a superior individual. He knows that the probability is very good that no matter how many jobs are eliminated, he will not only survive but may wind up with a better job. His experience, ability and education will take care of him. But this is a short-sighted view.

No society can afford to have millions of unemployed, uncommitted workers wandering around. It is absolutely essential that the great majority of people be reasonably happy in their work environment.

There is no simple way to resolve this issue, but the opportunity must exist for all to enjoy a decent, civilized existence or else the "advancements" of the new computer age will be meaningless.

The new technologies can help end monotonous

and dangerous work; they can add immeasurably to the quality of life; they can help end want. But they can also destroy. It will take man's best efforts to harness these phenomena for the benefit of all.

Special cognizance must be given to the utilization of the older employee as adjustments in the work force are required. Although age is not a factor affecting ability, it figures prominently in attitudes toward change.

Many older employees who have been on the same assignment for a long time tend to resist change and become upset when asked to adjust. This group of employees is likely to have the greatest length of service and, although possessing the most expertise in a given field, have the least opportunity of obtaining work with new employers.

Some older employees retire rather than adjust, while others either are ineligible for retirement or are unable to accept the reduction in income that the adjustments sometimes require.

The need for extensive retraining of employees whose future years of service are limited reduces the economic feasibility of assigning them to positions of growth, and tends to restrict their reassignment to positions requiring less training, but often subject to further elimination by automation.

Some balance between the humanitarian and economic aspects of the impact of automation on the older employee is needed.

(To be continued)

## See Unions As Best Way to Equality

### British Women Find Legislation Is Not "Effective"

More active participation by women in the trade union movement is the only answer to their continuing inequality, in the face of overwhelming evidence that equality legislation in Britain "is not proving effective."

This was the message stressed at the Women's Conference of the Trade Union Congress held recently at Folkstone, England.

Speakers revealed that the average pay for women in Britain is still "only 70% of that for men in manual work, and 61% in non-manual work," the latter a drop from 62% since 1977.

It was pointed out that there are still only 3,411,000 women in the British Trade Union Movement, or 28% of the total membership. However, this has

increased from 20% (1,767,000) in 1968. The conference complained that "women are still seriously underrepresented on the decision-making bodies of the unions."

At the 1978 TUC Congress, there were only 88 women delegates out of a total of 1,172. The conference urged the TUC "to take action to end continuing inequality." The delegates passed resolutions calling for equal pay, equality of opportunity, maternity leave, and education and training.

In a major debate on new technology, speakers warned that millions of women in Britain will be affected and stressed that unless that "is controlled in the interests of employees" it will simply increase the profits of big business, but

will not improve the quality of life for working people.

One speaker warned that 1½-million clerical workers and 180,000 women in banking, finance and insurance could lose their jobs as a result of the new official technology based on the "chip" and the growth of mini and micro-computers.

The Conference overwhelmingly passed a resolution calling on the TUC General Council to investigate the likely effect of this new technology on women's jobs and to draw up a policy program for future guidance.

### A Reminder

During the summer, please don't buy Coors Beer brewed by anti-union labor. Also, pass up all J. P. Stevens textile products.

## Non-Union Secretaries Air Main Job Gripes in Survey

A lack of opportunity for advancement on the job is the cause of job dissatisfaction among 60% of women secretaries responding to a recently conducted study by the National Survey of Working Women.

Over 60% of the 19,000 secretaries queried expressed dislike of the lack of opportunity for advancement on the job; 55% feel that their jobs do not pay adequately; 50% reported that they have no time for leisure activities, and 48% said they need more help at home.

Even among those who are dissatisfied with their present positions, more than 40% reported that they cannot afford to quit their jobs and that their skills are underutilized. One-fourth of all secretaries reported

that sex discrimination is a problem on the job, and that their health benefits were not satisfactory.

Most dissatisfied of all are secretaries who are college graduates. Some secretaries reported earning as little as \$3 an hour. Lowest wages, of course, are earned by those who do not belong to unions. The average earnings for secretaries surveyed were approximately \$8,500 a year.





from the desk  
of the  
**PRESIDENT**

## My Retirement Decision Means Orderly Transition

It was with mixed feelings that I expressed my desire to retire from the office of OPEIU President to the recent meeting of the Executive Board of the International Union. Mixed, because I sincerely felt that I had arrived at an age when most men encounter adverse health problems and should seriously consider the effect on the progress of the International Union if such possibility should occur in midterm.

While I would have liked to continue on interminably, it made no sense to even contemplate such a course of action. The Presidency is of extreme importance to our organization and I strongly believe the President owes an obligation to our union to the extent that when he doubts his physical ability to fully perform his duties, he should step aside and allow an orderly transition of his powers to a successor. This procedure results in a minimum of problems for the International Union which is paramount.

### Growth of the OPEIU

I was elected to the Presidency of the OPEIU in Cleveland in 1953. At that time, the International Union was eight years old and our membership approximately 30,000, of which some 8,000 were members of Local 153 in New York City which I founded in 1942. As of today, our membership in the United States and Canada approximates 109,000.

In 1953, on assuming the Presidency, I inherited a general fund which was operating at a substantial deficit. The total fund, which was \$75,363 on February 28, 1953, slipped to a figure of close to \$20,000 after the Fifth Convention at Cleveland. At that time we had a field staff of six Representatives who organized and serviced existing Local unions throughout the United States and Canada.

I'm glad to report that as of the present date, our general fund is approximately \$1,400,000 and our strike benefit fund is about \$850,000. More important, however, is the fact that our field staff has quadrupled and is organizing at a reasonably good pace.

Numerous changes have been made in the intervening years due primarily to the progress made in the organizational field by the International Union. For example, a Pension Plan was established as a result of the 1957 Convention which provided pension benefits for a large number of employees, both office and field staff, of our International Union and its Locals. A comprehensive health and Welfare Plan was also established during that period which takes care of the health needs of both office employees and field staff of our International and its Locals.

There is a tendency on the part of historians to give too much credit to the leadership for the progress achieved by this International Union and, for that matter, others. It is not possible for one or two leaders to take credit for all progress achieved, particularly if those claims were seriously examined.

### Thanks Those Who Helped

In our organization, we have to take into consideration the contributions made by our first President, the late Paul R. Hutchins; the first Secretary-Treasurer, the late J. Howard Hicks; the late Henderson B. Douglas, who was a dynamic Director of Organization; numerous past and present Representatives and Vice Presidents, including our present Director of Organization Arthur Lewandowski.

We must give particular recognition to retired Vice Presidents George Firth, Frank Morton, Oscar Bloodworth, John Kinnick, the late John Cahill, Reeder Carson, and Ed Springman who, along with the writer, were founders of the International Union in 1945. I owe a sincere debt of gratitude to our very capable Secretary-Treasurer Bill Lowe for the job he accomplished on behalf of the International Union after the untimely death of Howard Hicks in 1976.

It is not possible for me to write my final column without giving a great deal of credit to our General Counsel Joe Finley, who helped us steer a legal course in the now complicated field of union organizing and collective bargaining. Joe has been with us since 1953. We probably would have undergone a great number of legal set-backs without this great lawyer.

The Executive Board chose Vice President John Kelly as the third President of the OPEIU. John was Organizer, Business Representative, Secretary-Treasurer and Business Manager of New York Local 153 over the course of his 27 years of service to that Local union. He made constructive contributions to our International Union as Vice President. It is my belief that he will make

## Helped Win Texas EDP Firm for OPEIU



Above shows some of the energetic organizing committee at Agency Records Control, Inc. (ARC), at College Station, Texas, recently certified by the NLRB as bargaining agent for its 250 employees. In front row (from left) are: Mary H. Garcia, Annie Ramirez, International Representative Jack Langford, and Rosie Ortiz. Back row (from left): Gloria Brytle, Ruby Murphy, Barbara Davis and Effie McDaniel. The company, a leading EDP firm in the nation, provides automated accounting services for insurance agencies in this country and Puerto Rico.

## OPEIU Unit Gets Tax Refunds Found Employer Erred on Sick Pay Withholding

Employers who withhold Social Security (FICA) taxes on pay for sick leave days are doing so erroneously, according to Local 221 which recently obtained a refund of \$7,995.94 for its 124 unit members in a grievance settlement reached with Outboard Marine Corp., in Galesburg, Ill.

The amount included \$450.34 in interest, bargaining unit chairperson Al Stephenson reports. Some members were entitled to as little as \$10 while others received as much as \$200 in refunds, depending on the number of sick leave days used. The company also recovered an equal amount in reimbursement for FICA overpayments in matching funds.

The error was detected by Local 221 Sec.-Treas. Larry Smith who initiated the grievance on October 3, 1978, against the company which reached a settlement in December, 1978, and paid the refunds on May 11, 1979, to the bargaining unit members.

As far as current sick leave

pay is concerned, the company payroll computer programs were changed on January 1, 1979, to exclude automatically FICA taxes if a sick day is used during any weekly period, he says.

Brother Smith filed the grievance in accordance with IRS Code Section 3121(a)(2) and Regulation 31.3121 which states that not only payments must be made under a (sick day) plan or system applicable to all employees generally, but also provides that overcollections from employees must be secured from the employer for a three-year retroactivity period and any erroneously withheld Social Security tax for any quarters of the current year.

Brother Stephenson points out that "at least four out of five companies" are not in compliance with the IRS code, and many OPEIU members are unaware of this particular regulation on sick leave pay. He says any OPEIU Local wishing further particulars about this case can write to him at P.O. Box 546, Galesburg, Ill., 61401.

The grievance committee members handling the case in addition to Brother Stephenson were Steve Buck, Judy Hanson, Ron Searl and Larry Smith.

## U.S. Price Index

U.S. Bureau of Labor Statistics New Base 1967 = 100		
1978	Old	Revised
June	195.1	195.3
(Old Index discontinued after June)		
July		196.7
August		197.8
September		199.3
October		200.9
November		202.0
December		202.9
1979		
January		204.7
February		207.1
March		209.1
April		211.5
May		214.3

## Canadian Price Index

Statistics Canada * New Base 1971 = 100	
1978	
June	175.1
July	177.7
August	177.8
*September	177.5
(*First decrease since Sept. 1971)	
October	179.3
November	180.8
December	181.3
1979	
January	182.7
February	184.4
March	186.6
April	187.9
May	189.7

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

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

## Nurses' Association Drops Collective Bargaining Role

Long criticized for permitting supervisor membership, affiliates of the American Nurses Association are dropping out of the collective bargaining arena. The latest victim is the ANA affiliate in Wisconsin which recently announced that it will cease representing nurses in collective bargaining after December 1, 1980.

The move follows a 1977 federal court ruling which stripped the Maryland Nurses Association of representation rights for nurses at Anne Arundel County General Hospital. The court declared the association was controlled by supervisors, and not a bona fide labor organization.

## Rated Tops for Honesty

Labor union officials are classified in the safest risk category by bonding companies, according to the National Surety Association.

The group, which rates occu-

pations and organizations on their honesty record, judges labor union officials in the same class with clergymen, Red Cross officials and fraternal organization leaders.

an excellent President and I will do everything humanly possible to assist him when assistance is requested.

Down through the years, I made some excellent friendships, both in the OPEIU and the labor movement. I would hope to continue these valued associations and renew many of them in the coming years.