WHITE COLLAR

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

No. 371 DECEMBER, 1977

Labor Law Reform Bill Faces Fight in U. S. Senate

Anti-Union Lobbyists Plan Tactics to Defeat Measure

Business lobbyists plan new tactics to head off labor-law revisions when the reform bill passed by the House comes up in the Senate next month.

Having failed in the House to kill the labor-backed Carter bill outright, strategists for the Chamber of Commerce and other business groups plan selective attacks in the Senate, according to *The Wall Street Journal.*

It says they'll concede changes may be needed to halt illegal rebuffs to union organizing, but they'll argue that "fair play" requires softening or deleting some new weapons the House bill would grant organized labor. (*See page 2 Editorial*).

Key targets will be the bill's ban on federal contracts for firms that defy labor law, and its provisions allowing union aides on company property; businessmen will seek limits on both.

They'll also propose arbitration or another mechanism to replace the threat of government-ordered wage and benefit hikes in cases where employers don't bargain fairly.

Business interests will also renew attempts to write union-curbing features into the bill, one aim being to invoke "new penalties against union violence," the story reveals.

Meanwhile, AFL-CIO Sec.-Treas. Lane Kirkland, at hearings on the bill before the Senate Labor Subcommittee, testified that congressional hearings going back at least 17 years have repeatedly documented the need for all of the bill's reforms.

He sharply challenged employer attempts to paint the bill as giving more power to unions and upsetting a supposedly "perfect and delicate" balance in labor-management relations as "contempt for realities."

In no way does the legislation even touch on the bargaining balance between unions and employers, he stressed. It deals "exclusively with better protecting the rights of workers to freely decide, in a fair election, whether or not they desire union representation."

The bill's remedies against unfair employers include an injunction procedure to get illegally fired workers reinstated immediately, double backpay for lost wages, and a compensation award when workers have had a pay raise unduly delayed because of an employer's refusal to bargain for a first contract.

Without such remedies, Kirkland emphasized, employers stand to profit by violating the law. He told the Senate panel that "the time has come to translate the 42-year-old promise of the Wagner Act into reality. That's all this bill does."

President Coughlin offers constructive suggestion in his column on Page 3.

Bank Tellers Find Union Pays
Salaries Soar to $11,025 a Year

New OPEIU Contract Also Contains Automation Clause

With bank automation speeding up nationwide, bank employees are becoming more insecure and are asking themselves what's the solution? Some years ago their counterparts in Springhill, La., found the answer to the question.

They unionized under the OPEIU banner. As a result, both banks in the small Louisiana town now work under union contracts with their employees enjoying salaries and working conditions superior to those in the biggest banks in the largest cities.

At the Citizens Bank & Trust Company, where a new two-year agreement has been reached, including a 35-hour workweek, tellers will earn $11,025 a year in the second year of the contract, according to International Representative Bill Kirby.

He says it calls for a 12% increase in salaries in the first year, and 9% across-the-board in the second. In the latter year, bookkeepers and receptionist, who are in the lowest grade, will earn $5.33 an hour, or $186.44 a week ($9,694 annually).

Tellers, secretary and new accounts clerk, included in Grade 2, will receive $6.06 an hour, or $212.03 a week ($11,025 annually), and the vault custodian, in Grade 3, will get $6.25 an hour, or $218.71 a week ($11,380 annually).

Recognizing the threat of automation, the contract contains a technological clause to protect job security in the event the bank introduces "data processing equipment, computers, or other automated office machines."

The agreement also continues an existing profit-sharing plan, and group health-welfare insurance coverage.

Pay Gains Lower

Wage increases in major contract settlements negotiated so far this year were generally smaller than increases provided under 1976 settlements, according to the U.S. Department of Labor.

The survey found contracts during the first nine months of 1977 provided for wage increases of 7.8 percent for the first year, and 5.8 percent annually over the life of the contract. Settlements in 1976 averaged 8.4 percent and 6.4.

Time Sees Unions Needed To Bridge Rich-Poor Gap

The advantages of unions, and the need for drastic tax reforms to close special tax loopholes benefiting the rich, were pointed up by a recent article on "The Hot New Rich" in *Time* magazine.

It noted that "1,149 taxpayers had annual incomes of $1 million or more in 1975, nearly twice as many as in 1970."

Moreover, the number of U.S. individuals with a net worth of $1 million or more climbed four-fold in the past 15 years, from 54,000 in 1962 to nearly 200,000 today.

The *Time* article pointed out that after nearly two generations of social and economic reforms, the disparities between rich and poor remain as great as ever. The total economic pie is much bigger now but it is still divided roughly the same, the article noted.

Acknowledging the advantages of union membership, the *Time* article said:

"Certainly the biggest blue collar pay goes to workers who have most effectively improved their competitive position by organization—and recently blue collar workers have won ascendancy over poorly-organized while collar workers in average salary."

This certainly demonstrates that organizing into unions is practically the only way office workers can hope to win a fairer share of the nation's economic pie.

U.S. Labor Department statistics have repeatedly shown that union workers bring home more money than non-union workers in any field of work. Recently a federal study found union members receiving about 22% more pay than those unorganized.

The message that should come across to non-union employees from this article boils down to just one word: ORGANIZE!

OPEIU Can Solve Their Problem

Low pay causing nationwide shortage of secretaries. Story on Page 2 poses their problem and gives the answer.

Yuletide Greetings

As 1977 closes, our OPEIU membership stands at an all-time high as our union gains prestige steadily at home and abroad.

In 1978 we hope to see the U.S. Labor Reform Act speedily enacted into law, and for our Canadian members we look forward to an early end to wage controls in their country, and full restoration of free collective bargaining.

Sharing our optimism with you, we wish each and all our members in both countries—active and retired—as well as OPEIU Field Representatives, Staff Representatives at Local levels, and all our office and clerical employees, our sincerest greetings for a very joyous Christmas and a brighter, more prosperous New Year.

Howard Coughlin	**William A. Lowe**	**Arthur P. Lewandowski**
International President	***Secretary-Treasurer***	***Director of Organization***

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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*

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An Urgent Reminder!

We call the attention of our members to the story on the delaying tactics used by the Memorial Hospital in Lake Charles, La., to deny their legal rights to a unit of some 300 hospital workers who voted for OPEIU Local 87 in an NLRB election to represent them as their bargaining agent.

This election took place in February, 1976, now almost two years ago. Yet, by filing flimsy objections to the election itself and invoking all kinds of other technicalities the employer, as this is written, has refused to sit down and bargain for a first contract.

The case is typical of the tactics being used by anti-union employers to flout the law, and get away with it. As an article in November's *White Collar* showed, these union-bustin' employers are tutored and coached by unscrupulous lawyers who have turned the labor law into a very profitable game for themselves and their clients.

As a result, organized labor launched a massive drive to bring about Labor Law Reform, a bill which recently passed in the House by a 257-to-153 vote, with the support of the Carter Administration. The Senate will take up the measure when it reconvenes in January.

Big business and industry were surprised that the bill was passed in the House so quickly. It's a foregone conclusion that its opponents will go all out to defeat it in the Senate. Thus, the battle for reform to give jobs with justice to American workers is only half-won.

One Congressman explained that one reason the Labor Law Reform Bill of 1977 passed so quickly, with such a large majority, was the flood of mail received from individual union members by the legislators. He said this pressure was too overwhelming to be ignored.

Therefore, we urge every OPEIU member who hasn't yet written to his or her Senator to do so now. The test in the Senate will be crucial, and our opponents won't be idle; so, write before January urging your Senator to vote for this bill as passed by the House.

Automation Antidote

Last month we featured a story on the speed-up of automation in offices, most particularly in banking, where the giant multinational Citicorp has launched a worldwide plan to automate its operations fully by 1985.

Its New York subsidiary, Citibank, started its plan last year and already has laid-off 6,000 employees, or 10% of its personnel. The reductions include secretaries, typists, tellers, messengers, and all types of back-office clerical personnel.

Citibank is now engaged in a vast program to install automatic tellers in all its branches, except those it plans to close down completely. Within one to three years, no tellers will be needed. In fact, observers envisage the present banking work force will be cut by 40% to 50% within the decade.

Now a Congressional Commission has issued its final report which will give new momentum to this technological revolution. This is the National Commission on Electronic Funds Transfer which urges changes in banking laws to allow some interstate banking through automatic teller machines, regardless of state laws restricting branching.

We can only regard this as another victory for the giant banks leading in the automation race which is still in its infancy. However, other corporations like Exxon and Union Carbide also are automating although their plans are far less advanced than those at Citibank.

In the banking industry, we foresee in the not distant future a wave of mergers and takeovers in which the giant automated banks will stretch their tentacles nationwide to absorb smaller banks interstate in other cities and towns.

For bank employees, unionism now has become vital as a matter of self-survival. We cannot stress this fact too strongly because automation is the wave of the future. Actually, no white-collar employee nowadays can afford to be without a union card if he or she has any vision.

Address to: U.S. Senator ________ ▪ c/o The U.S. Senate ▪ Washington, D.C. 20510

Dear Senator:
The Labor Law Reform Bill (S.1883) has my strong support. It's needed. It should be passed. Please vote for it.

Name ....
Adress ....
City .... State .... Zip ....

Dear Senator:
The Labor Law Reform Bill (S.1883) has my strong support. It's needed. It should be passed. Please vote for it.

Name ....
Adress ....
City .... State .... Zip ....

Low Pay Turns Off Secretaries

Say Stingy Employers Have Created National Shortage

Women all over the country who once chose to become secretaries now look elsewhere for their livelihood, according to the *New York Times.* After a 10-city survey, it finds that they leave behind them "a widespread shortage at a time of growing need."

The article discloses that secretaries, both present and former, contend that the shortage was brought on by employers "who offer plenty of jobs but little pay." The U.S. Department of Labor estimates that nearly 3½-million women work as secretaries.

Rapid business expansion, particularly in the South and West, has opened thousands of new secretarial jobs, but employers complain that there is no one there to fill them. Meanwhile, the Labor Department estimates that even more jobs for secretaries will open up in the next few years, implying that the shortage of applicants will grow worse.

Although some businesses have been forced to raise salaries to compete for the few qualified secretaries on the market, few have increased salaries for secretaries already employed.

The article cites the case of Patricia Cody, a 20-year old former legal secretary at a New Orleans law firm who left her job last May following a dispute with her employer over a missed day's work. Now she's looking for a blue-collar job and a larger paycheck.

"Why stay on secretarial work and make $10,000 a year when an unskilled laborer is making $16,000 a year?" she asks. (*Apparently it has escaped her that the unskilled laborer is unionized, whereas the skilled secretary is NOT! Ed.*)

The article notes that affirmative action programs and efforts to train women for blue-collar jobs have opened doors that were previously closed to them. As a result, women are shifting to careers where opportunities and salaries seem greater.

"Women realize they can't move into management; they can't become anything but a secretary," commented Nikki Van Hightower, affirmative action specialist for the City of Houston. "And women have no tradition of unionism. They see issues as individual challenges."

The article says that office workers and secretaries, attempting to grapple with their low-pay problem, have formed groups in six major cities to operate what are generally recognized within the profession as "quasi-unions." One of the best known of these in Boston is called Nine-to-Five.

Ed. Note: Over the years, White Collar has repeatedly published editorials urging not only secretaries but all office workers to unionize. The only way they can gain equality in pay and promotions with men in the business world is through a nationwide union like the OPEIU, using collective bargaining as their weapon.

In forming associations or quasi-unions, they are wasting time and efforts fruitlessly. Individually, the cards are stacked against them. But united under the OPEIU banner, they can really exert their tremendous power and attain their goals in a very short time.

from the desk of the

PRESIDENT

Constructive Cooperation May Solve Mutual Problem

The proposed Labor Reform Bill, passed by the House, is now awaiting action in the Senate of the United States. The opposition to this measure by the U.S. Chamber of Commerce, the National Association of Manufacturers, the Business Round Table and other management groups, while expected because of their past actions never ceases to amaze this writer.

Unlike the United States, trade unionism in Western Europe is accepted. In fact, it is not only accepted but encouraged. Some companies in Western European nations even provide for trade union representation on their Boards of Directors. The tripartite actions of labor, industry and the government in Sweden, for example, have not only had a long-range constructive effect on the economy of that nation but have also reduced labor disputes to an irreducible minimum.

While it is true that 42 years ago when formulating the National Labor Relations Act which eventually became law, the Congress of the United States was in agreement with the spirit of that legislation "to foster and encourage collective bargaining," the reverse is true today.

All one has to do is read the propaganda emanating from Jesse Helms, Clarence Randall and numerous others to realize that the organizations they represent would not only stamp out collective bargaining in this country, but destroy trade unions as well.

Actually if labor and industry worked together in this country and jointly urged the Congress to enact legislation along the lines of subjects agreed to, our nation would have an excellent chance to overcome our present economic handicaps. As it is, industry and labor devote a great deal of time in fighting their respective proposals with the result that each manages to block the other's proposals or the Congress effects compromises which are unsatisfactory to both sides.

Unfortunately, even in labor-management disputes when management is in the driver's seat, it will refuse to settle or arbitrate the matter in question. Labor, likewise, when in a strong economic position, insists on striking rather than submit disputes to neutrals.

The OPEIU recently found itself in a position where it could work with management for the good of both the New York Stock Exchange and the 1,800 OPEIU members employed by it. When it become known that the Securities and Exchange Commission proposed to repeal Rule 390 which, in effect, mandates trading in listed stocks through the various Exchanges throughout the country, including the New York Stock Exchange, we met with the executives of the Exchange to formulate a coordinated policy.

As a result of that meeting, we forwarded communications to all members of the Congressional Oversight Committees wherein we emphasized the fact that he replacement of public auction of listed stocks by dealers, interested only in trading stocks for greater potential profit without the public spotlight, would result in increased costs to individual investors and union-management pension funds which invest in equities.

We pointed out that 1,800 employees of the New York Stock Exchange would lose their jobs by virtue of the SEC's proposed action.

We also emphatically stated that the substitution of public auction of listed stocks with dealers specializing in these stocks would create point-spreads of $1.00 or more in the price of each share of those securities, thus resulting in an erosion of public confidence and a set-back to capital formation in our country for investment in sound securities. This could result in a curtailment of projected expansion of sound corporations.

We advised the SEC and members of the Congressional Oversight Committees that the SEC plan would give security dealers a definite conflict of interest wherein they could issue buy-and-sell advice to investors and, at the same time, make the market in securities for which they issue such advice.

We pointed out that in addition to the Exchanges, other industries such as the legal and accounting professions, the financial press, financial printing, communications and computer services, insurance and sundry investment groups, including stock transfer agents, would also be adversely affected. We stated that the SEC's plan to withdraw Rule 390 could result in severe dislocation of industry, adversely affect the economy, and bring about the lay-off of tens of thousands of workers.

We enlisted the support of the AFL-CIO and its lobbyists. We sent Resolutions to every Department of the AFL-CIO and called upon key State Labor Councils to contact members of the Congress about this job-destroying proposal. We received numerous declarations of support, including communications from Senators Harrison Williams, Edward Brooke and John Tower, in addition to members of the House of Representatives.

While we have no idea at this time as to whether or not the SEC will proceed to repeal Rule 390, that Commission is completely aware of the position of the financial industry and the union representing its employees. In effect, industry and labor worked together to prevent a debacle. In this instance, our combined pressure was constructively used to dissuade an entrenched bureaucratic body from taking an action which would adversely affect an industry and eventually the economy of our nation.

If both labor and management in our country would forget past enmities, and concentrate on formulating coordinated approaches to our many problems, the Congress of the United States would compile a superior record of legislative achievements.

OPEIU Pays Off at Credit Union

First Contract Makes Up for 3-Year Inflation Lag

In an initial three-year contract covering 41 employees of the Ferndale Cooperative Credit Union in Ferndale, Mich., with Detroit Local 42, the employer agreed to make up all cost-of-living increases since June 13, 1974, according to International Representative Arthur Bivins.

The catch-up adjustment of 31.75 cents an hour for a 37½-hour week amounted to approximately $650 for each employee. The agreement sets a starting weekly rate of $109.4 in the lowest office grade, rising to a $135.43 maximum, and $163.02 in the top classification rising to a $210.65 maximum.

On each anniversary date, wage rates will be increased 3% with a cost-of-living allowance adjustment made quarterly of one cent an hour for each 0.3 point change in the Consumer Price Index to a 30¢ maximum in the first year, 32¢ in the second, and no maximum in the third year.

The initial pact provides a union shop, 10 paid holidays, two weeks vacation after one year; three after five, and four after 15 years. It calls for bereavement leave up to five days for death in the family, and differential pay for jury service or where an employee is subpoenaed as a witness.

The employer agreed to pay full premiums for health-welfare insurance, AD&D coverage, and life insurance policies ranging from $5,000 to $7,500 for each employee, as well as a pension plan.

Dorothy L. Fox, representing the employees, assisted Bivins during the contract negotiations. The new agreement runs to August 17, 1980.

Struthers Wells Yields Fat Contract

Office Units' Pay, Fringe Benefits and Pensions Up Sharply

Wage gains totaling 18½%, plus greatly improved fringe benefits, were gained by Local 186 for its office bargaining unit in a new three-year contract renegotiated with Struthers Wells Corp., an engineering firm in Warren, Pa., International Representative Jay Porcaro, Jr., reports.

He says the new agreement calls for an 8½% wage boost in the first year, with additional 5% increases in each of the following two years. Shift differentials were increased by three cents an hour, bringing that for the second to 15¢ and for the third shift to 18¢ an hour.

The vacation schedule was liberalized, allowing those entitled to three and four weeks to receive pay in lieu of time off subject to employer approval. Those entitled to 8½ days of vacation also may take it in days off, if a request is made in advance.

The comprehensive medical benefit program was increased to a $200,000 lifetime maximum and will cover hospital expenses up to $2,500 in the first year; $3,500 in the second, and $4,500 in the third. On November 1, 1978, the maternity benefit will be increased to $750.

Effective November 1, 1977, life insurance and AD&D coverage was increased to $4,000 (was $3,000); will be increased to $5,000 in the following November, and to $6,000 in 1979, providing weekly disability payments of $95 in 1978 and $105 in 1979.

Numerous other changes were negotiated covering pensions, grievance procedure and arbitration, leaves of absence, and lay-offs.

Denver OPEIU Member Named to U.S. Labor Post

U.S. Secretary of Labor Ray Marshall has appointed John R. Mrozek, long-time member of OPEIU Denver Local 5, to the newly-created position of Department of Labor Regional Representative in the Denver Region, covering six states.

A native of Chicago, Mrozek, 48, had been president of the AFL-CIO Denver Area Labor Federation since 1974. Prior to that he had served as director of public and labor relations for American Income Life Insurance Co. in Denver, and was Business Representative for OPEIU Local 5 from 1968 to 1973.

In announcing the appointment, Marshall disclosed that he is naming a representative for each of the 10 federal regions to help achieve President Carter's goal of making government more responsive to the public.

John R. Mrozek

AFL-CIO Adds Iowa Beef to Boycott List

Iowa Beef Processors, Inc., where 2,000 young union men and women meat cutters and butchers are on strike at its Dakota City, Neb., plant, has been added to the OPEIU boycott list in addition to J. P. Stevens Company and Coors Beer.

Because IBP's products carry no brand label, they are not easily identified by the public. However, the Amalgamated Meat Cutters & Butcher Workmen are usually able to identify IBP beef products, AFL-CIO President George Meany advises. He says the meat union's informational pickets will inform shoppers.

He urges meat shoppers to refrain from buying IBP meat, and to ask the store manager to stop selling its products.

Iowa is the nation's largest meat packer, but its basic wages are nearly $1 an hour less than those paid by other major packers. If permitted to go unchecked, this company could endanger welfare of workers everywhere, Meany says.

Don't Forget!

Please drop a line to both your U.S. Senators urging them to pass the Labor Law Reform Bill (S1883), when it comes up in January.

OPEIU's Prestige, Stature Become Worldwide

Visitors From 20 Overseas Nations Call at HQ in 2 Months

The OPEIU's growing global stature and prestige is shown in the increasing number of foreign white-collar union leaders visiting International Headquarters, referred here by the U.S. Department of State which sponsors their visits to this country, according to Director of Organization Arthur P. Lewandowski.

Within two months he has received 26 such visitors from some 20 nations in Europe, Africa, Central and South America to discuss subjects of mutual benefit on white-collar organizing and common problems these employees face everywhere in the Free World.

As a result of these exchanges, Lewandowski says that his outstanding reaction is "the very high proportion of white-collar employees who are unionized overseas and their active participation in the trade union movement."

Worried By Automation

His most recent visitors were the General-President and Vice President of the Australian Bank Officers' Association, Keith Remington and Kevin T. Davis. They were particulary interested in the growth of bank automation in this country, and the extent of bank robberies resulting in fatalities among bank employees and bystanders.

They said they viewed with "deep concern" the growth of automation and its future impact on employment. Lewandowski detailed its mushrooming growth here, and told them that in the large cities it already has resulted in a cutback of about 10% in bank jobs, a figure that may go as high as 40% to 50% in a few years, according to experts.

He also obtained the latest F.B.I. figures on bank robberies for them. They showed that in the past 3½ years there have been 13,412 bank robberies in the U.S.; 618 assaults connected with bank robberies, and 114 deaths.

They said this data was of "prime interest to our union members. What happens in the U.S. today surfaces in our country in a few years so we must be prepared to protect our union members—their personal safety as well as their jobs."

Discussing the backwardness of bank employees in the U.S. in joining the union, Lewandowski explained this was due to numerous factors. Among them is a tradition that bank jobs are "secure"; fear among employees caused by the hostile attitudes of bank managements toward unionism, and biased rulings by the NLRB in recent years.

However, Lewandowski added that a bill now before Congress to reform labor law, if successful, could spur new organizing in banks. Also, younger bank employees no longer see their jobs as secure and are questioning the traditional attitude of older employees.

Surprised at Hostility

The Australians were surprised at bank management hostility to unionism here. They said both government and management in their country "long ago acepted the idea of unionism," explaining that even supervisory and management officials Down Under are eligible to join. They said their national motto is:

"If you don't buy a ticket, you can't ride the train. Collective bargaining is the only means to upgrade their pay and working conditions. Paternalistic promises are no substitute for hard cash and fringe benefits."

They revealed that 90% of all Australian bank employees, from clerks to supervisors, are unionized. When the union can not achieve its goals through bargaining, they said it can muster as many as 50,000 members in rallies and demonstrations in large cities like Sydney and Melbourne to arouse public opinion.

Illustrating the benefits their members have won through unionism, they said bank salary scales are now equal to, or better than, earnings of industrial workers and their fringe benefits are "even better."

As one example, they pointed out that their members get one month's vacation after one year, plus 17½% of normal salary as a vacation bonus. They also enjoy 15 paid holidays annually.

After 15 years' service, they get an additional bonus of three months' leave with full pay. If they don't take it, they can let it accumulate to six months or can use it as a credit toward early retirement. They can retire at age 60 on two-thirds of final salary, with a 3% cost-of-living allowance added annually to their pensions.

More Liberal Overseas

Lewandowski said that in talks with other recent white-collar union leaders from Western Europe, he discovered that the same benign attitude toward unionism by managements exists in those countries, with the same kind of liberal labor laws in Sweden, Denmark and France allowing management personnel to join.

Edgar Ernesto Gonzales, Organizing Secretary of the Bank & Insurance Employees of Guatemala, in Central America, also gave an eye-opening account of the benefits gained by unionism in that country's banking industry, Lewandowski revealed.

Senor Gonzales told him that Guatemalan bank employees are paid on a monthly basis, but instead of 12 they receive 16 monthly checks. The first monthly bonus check is given at mid-year; the second when employees take their vacations —which is one month after one year's service—and the final bonus of two months' salary is paid at year-end.

They are paid doubletime for overtime, plus a meal allowance and taxi-fare home when overtime is worked. If they take educational courses in business administration, economics or law, the banks also pay the tuition fees, he noted.

Senor Gonzales disclosed that their bank union contracts contain a special provision for tellers. Banks must set up a fund to cover losses incurred by teller mistakes. At year-end, if there are no losses or these are below the amount in the fund, this is divided up among the tellers and a new fund created for the following year.

Guatemalan banks also provide maternity leaves up to a year, with the state social-welfare fund paying two-thirds of the employee's salary and the employer bank the other one-third. He said employees can retire at age 55, or after 30 years' service, on a "liberal pension."

He said there are 15 banks in Guatemala, two of which are state-owned. The 13 commercial banks are fully unionized, but the law there forbids unionization of the state-owned banks.

If you move, send your old and new address, including zip code and social security or social insurance number to:
William A. Lowe, Sec.-Treas.
815 16th Street, N.W., Suite 606
Washington, D.C. 20006

Banks Biased in Hiring, Senate Committee Finds

If you're a woman, a black, a Catholic or a Jew, your chances of becoming a top-level bank employee aren't too good, according to the Senate Banking Committee. And the Treasury Department, which is charged with enforcing equal employment opportunities in the banking field, isn't doing much about the situation, it adds.

In a nationwide study of hiring practices by financial institutions, widespread discrimination against women, racial, ethnic and religious minorities are found to be routine. Here are some of the committee's findings:

1. Women comprise 63.3% of the work force in banks and 39% of the general work force, but only 21.4% of the officer and manager positions in banks. Women are concentrated in the lowest-paid officer and clerical bank jobs, where they make up 82.5% of the employees.

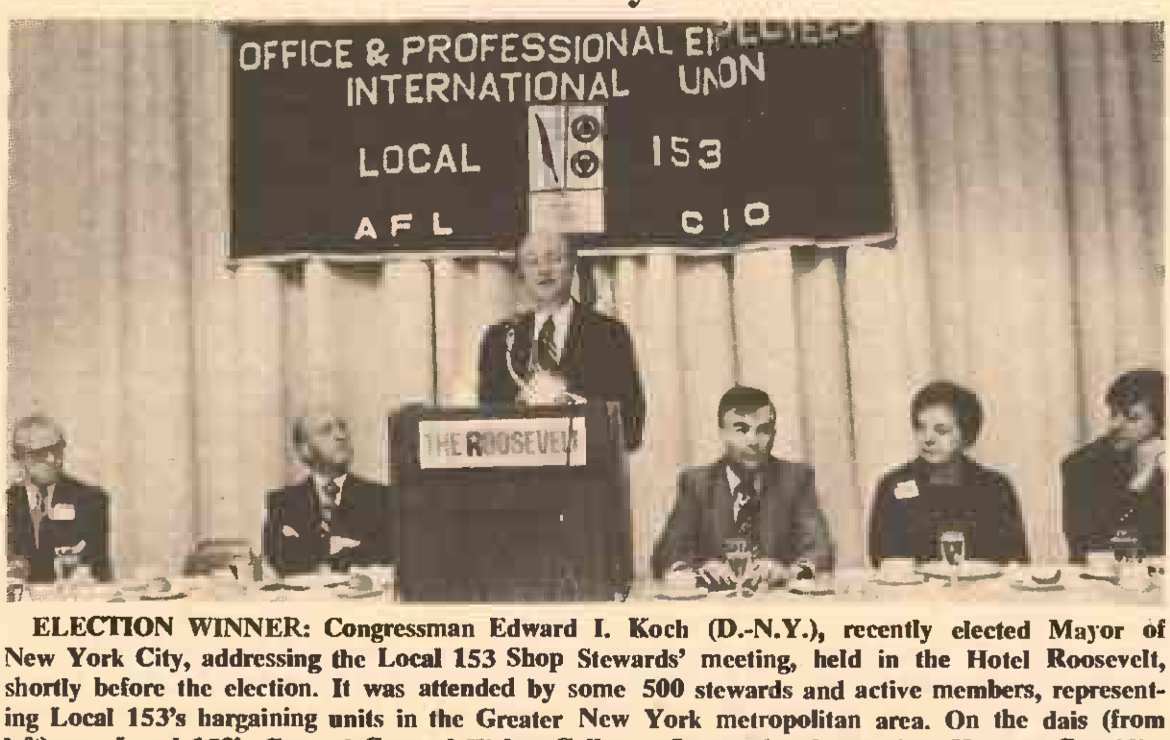
2. Minority groups are 15.9% of the total bank work force, 11% of the general work force, but only 5.5% of the officers and managers in banks.

3. White males hold 75% of the officer and manager jobs, even though they comprise less than one-third (31.7%) of the bank work force.

4. There are very few Catholics and Jews holding management positions at commercial banks, even in areas where these groups make up a substantial portion of the population.

The Senate Banking Committee says that these figures reported by the banking industry may conceal a worse pattern of discrimination. The industry, it adds, reclassifies certain functions from a lower to a higher job category without changing the nature of the job in order to make the employment record look better.

New York's Next Mayor Hails OPEIU



ELECTION WINNER: Congressman Edward I. Koch (D.-N.Y.), recently elected Mayor of New York City, addressing the Local 153 Shop Stewards' meeting, held in the Hotel Roosevelt, shortly before the election. It was attended by some 500 stewards and active members, representing Local 153's bargaining units in the Greater New York metropolitan area. On the dais (from left) are: Local 153's General Counsel Walter Colleran, International President Howard Coughlin, (Koch at mike), International Vice-President and Local 153 Business Manager John Kelly, Vice-President Sheila Baker, and Secretary-Treasurer Mike Goodwin.

U.S. Price Index

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

1976	
October	173.8
November	173.8
December	174.3
1977	
January	175.3
February	177.1
March	178.2
April	179.6
May	180.6
June	181.8
July	182.6
August	183.3
September	184.0
October	184.5

Canadian Price Index

Statistics Canada
*New Base 1971=100

1976	
October	151.7
November	152.2
December	152.7
1977	
January	154.0
February	155.4
March	157.0
April	157.9
May	159.2
June	160.3
July	161.8
August	162.5
September	163.4
October	165.0