

December 27, 1972

Dear Jim:

Thanks for the cover of the Postal Record of January. Needless to say, we have been mighty grateful for your support. It was great to see you at the Christmas Party here. The President remarked afterwards that we did not see enough of you these days. Maybe we'll remedy that in the year ahead.

Thanks again and all the best,

Sincerely,

Charles W. Colson
Special Counsel to the President

Mr. James H. Rademacher
President
National Association of Letter Carriers
100 Indiana Avenue, N.W.
Washington, D.C.

/hh

MEMORANDUM

12/21

From the Desk of

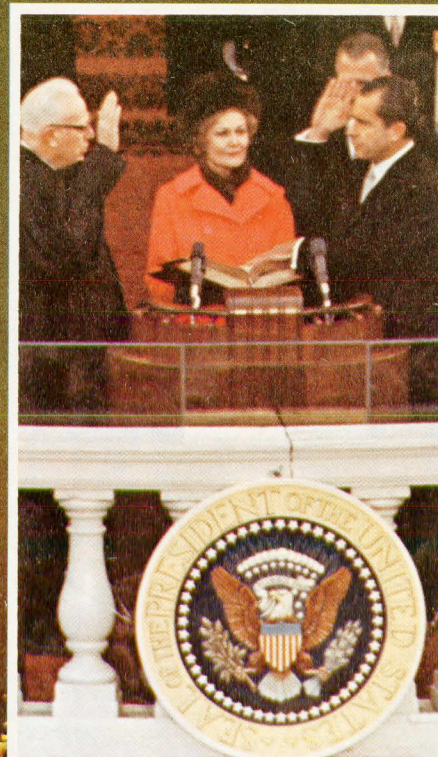
JAMES H. RADEMACHER

Chuck Colson -

Thought you would
be interested in seeing
our January cover.

Happy Holidays!
JHR

THE **POSTAL RECORD**
JANUARY 1973



Inauguration
of 37th President

93rd Congress Convenes

A Supply New Year to All Our Old Friends

LICENSE
NO. 12089

POSTMEN'S UNIFORMS SINCE 1906—UNION MADE

SATISFACTION GUARANTEED • SHIPPED PREPAID

FABRIC NO.

DESCRIPTION

300—"PENN BREEZE" TROPICAL—STOCK SIZES ONLY
WASH-N-WEAR 65% Dacron Polyester—35% Cotton
301—TROPICAL WASH-N-WEAR 9 oz. 68% Dacron, 25% Orlon, 7% Mohair. Will hold its crease
305—TROPICAL WORSTED 9 oz. 55% Dacron, 45% Wool
306—Gabardine Wash and Wear, 12 oz. 55% Dacron, 45% Orlon
313—SERGE 14 oz. 100% Virgin Wool
316—GABARDINE 14 oz. 100% Virgin Wool, two ply
344—"GAB-HARD-TWIST" 16 oz. Gabardine 45% Dacron, 15% Nylon, 15% Orlon, 25% Wool
306—GABARDINE 16 oz. 55% Dacron, 45% Wool
318—SERGE 18 oz. 100% Virgin Wool
319—SERGE 18 oz. 55% Dacron, 45% Wool, Trousers are permanent creased
337—SERGE 24 oz. 100% Virgin Wool
4—DACRON Quilted Zip-Liner with Quilted Nylon Shell. Knit
Wristlets reimbursable only when sold with Jacket \$12.00

Tros	Jacket	Sur
Price	Price	Coat

11.95	23.95	55.00
14.95	26.95	58.50
18.95	28.95	
20.95	31.95	
23.95	31.95	
24.50	31.95	
23.95	31.95	
23.95	31.95	
27.95	36.95	

REGULATION RAINWEAR

No. 52—Raincoat 20.95
No. 54—Short Jacket 17.50
No. 56—Rain Leggings 7.50
No. 58—Cap Cover W/Cape 5.95
No. 60—Rain Pants 13.95
No. 64—Jacket W/Hood 18.95
No. 51—36-Inch Cape 10.95
No. 57—Cap Cover 3.50

100% WOOL KNIT SWEATERS

No. 18—2 Pockets, Bulky-Knit Yarn 18.95
No. 19—3 Pockets, Bulky Button Front 18.95
No. 17—2 Pockets, Regulation Knit 13.95
No. 16—2 Pockets, Neck-Warmer Scarf 15.95

REGULATION SHIRTS

PERMANENT PRESS SHIRTS

DACRON AND COTTON

No. 2—Long Sleeve, Dress Collar 6.95
No. 25L—Long Sleeve, Sport Collar 6.95
No. 25S—Short Sleeve, Sport Collar 6.45
No. 100% 241 COMBED COTTON POPLIN 6.95
No. 1—Long Sleeve, Dress Collar 6.95
No. 15S—Short Sleeve, Sport Collar 6.45

REGULATION GALOSHES

1400—"10" Tingley's Molded Rubber 7.50
1500—"17" Tingley's Molded Rubber 9.50
245—Dress Style Zipper for Work Shoes 8.95
MR150—4-Buckle, Pile Lined Rubber 9.25
88—"11 inch Pile Lined Wellington 11.95
188—Heavy Duty Insulated Galosh 16.95

REGULATION ACCESSORIES

Clip-On Bow Tie: Dacron and Wool 1.25
4 In-Hand Dacron and Wool Tie 1.50
Button-Down, 4-In-Hand Dacron and Wool 2.00
Red-Tied, Hook-On Button Down 1.25
Red-Tied, Hook-On Tie 1.75
Black Cowhide Leather Belt—1 1/2" wide 2.50
Black Cowhide Leather Belt—1 3/4" wide 2.50
G72—Fur Lined Black Leather Gloves 7.95
G72—Knit Lined Black Leather Gloves 7.95
G72—Cotton Black Leather Gloves 6.95
G77—Wool Knit Black Leather Gloves 5.95
G78—Leather Palm Black Wool Knit Gloves 3.75
G80—Deerskin Outer, Wool, Nylon Inset 4.75
Shoulder Emblem 9.95
Craft Tab 1.25
Yds. Blue Braid 3 yds. 1.00

REGULATION HEADWEAR

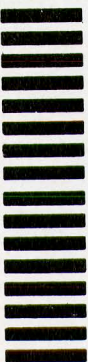
No. 13—Nylon Mesh Summer Cap, Blue 7.75
No. 10—Ventilated Braid Summer Cap, Blue 7.75
No. 11—Blue Braid Band Cap 8.75
No. 12—Winter with ear flaps, Blue 7.50
No. 15—Fur Cap—Serge Only 7.95
Parka Hood 7.95
Sun Helmet 3.75
No. 9—Face Mask Heavy Doubleknit 3.75
No. 8—Regular Face Masks 2.75

REGULATION RUBBERS

No. 900—Molded Rubber, Dress Style 4.00
No. 1000—Molded Rubber, Dress Style 4.50
No. 1100—Molded Rubber, Sandal Style 4.50
No. 1200—Molded Vacuum 6.00
No. 1300—Lightweight, Molded 5.00
No. 1800—Lightweight, Molded 5.00
No. 3100—Lightweight, Molded, Ankle Style 5.00

SEAL

No
Postage Stamp
Necessary
If Mailed in the
United States



SEALS

BUSINESS REPLY CARD
FIRST CLASS PERMIT NO. 3 WILLIAMSPORT PA.

PennGarment Co
UNIFORMS

P. O. Box 1027

Williamsport, Pa. 17701

(PLEASE FILL OUT: FOLD UP AND SEAL)

Name _____ Date _____
Home Address _____ City _____ State _____
P.O. Fin. No. _____ Emp. Desig. No. _____ Social Sec. No. _____
Carrier No. _____ Station _____ Zip Code _____
☐ Old ☐ New Customer Years of Service _____
My exact allotment date for this order is (month) _____ (date) _____ (year) _____
My exact height. _____ weight. _____ Branch of service. _____

1/73	Style No.	Quantity	Chest	Sleeve	Price	Style No.	Quantity	Sizes	Price
SURCOAT JACKETS						RAIN COAT		xx	
						RAIN PANTS		xx	
						LEGGINGS		xx	
LINER	No. 4					CAPCOVERS		xx	
TROUSERS	Style No.	Quantity	Waist	Inseam	Price	GLOVES		xx	
						BELT		xx	
						TIES		xx	
SHIRTS	Style No.	Quantity	Neck	Sleeve	Price	RUBBERS		xx	
Regular						GALOSHES		xx	
Short Sleeve							Style No.	Quantity	Length Width Price
Sport Long						SHOES			
HEADWEAR	Style No.	Quantity	Sizes		Price				
				xx					
				xx					
SWEATERS				xx					

TOTAL
STATE SALES TAX.
GRAND TOTAL.

10
August 13, 1971

Dear Jim:

Your idea of presenting Jerry Lewis a letter from the President during his Muscular Dystrophy Telethon is an excellent one. I will do what I can to get you the letter.

I will get back to you as soon as I have more information.

Sincerely,

Charles W. Colson
Special Counsel to the President

Mr. James H. Rademacher
President
National Association of Letter
Carriers
100 Indiana Avenue, Northwest
Washington, D.C. 20001

February 2, 1971

MEMORANDUM FOR:

GEORGE SHULTZ

FROM:

CHARLES COLSON

Pursuant to our conversation this morning, I have personally assured the Postmaster General that I have had no contact whatsoever with James Rademacher over anything involving postal matters since the Postal Reform Act was signed.

Rademacher called me the week preceding Christmas to invite me to a party and to offer me a Nixon Inaugural bottle of scotch. I declined both -- the conversation was strictly social. I have not talked to him since nor has he tried to reach me.

The last time that Rademacher talked to me about anything of a substantive nature was, I believe, last August when he called me about the dismissal of some carriers in Florida. I told him there was nothing I could do about it and he should take it up with the Postmaster General.

In October Rademacher called me with a strictly political suggestion for the President. I am checking my phone records but to the best of my knowledge these have been the only calls from Rademacher in the past 6 or 8 months.

I have assured the Postmaster General that if he should call me with regard to the current negotiations, I will advise him that there is nothing I can do about it and I will report the conversation to the Postmaster General.

cc: Postmaster General Blount

December 4, 1970

MEMORANDUM FOR JIM KEOGH

Does this qualify for the kind of thing we give certificates for meritorious service for?

In any event, because of Rademacher, I would strongly recommend a Presidential letter.

Charles W. Colson

December 4, 1970

Dear Jim:

I will do what I can to get some additional recognition for Mr. Halloran. I appreciate your bringing this to my attention.

Let's have lunch soon when you have a free minute. There are a number of things I would like to talk to you about.

Best personal regards.

Sincerely,

/jh

Charles W. Colson
Special Counsel to the President

Mr. James H. Rademacher, President
National Association of Letter Carriers
Letter Carrier Building
100 Indiana Avenue, N.W.
Washington, D. C. 20001

NATIONAL ASSOCIATION OF LETTER CARRIERS

LETTER CARRIERS' BUILDING

100 INDIANA AVENUE, N W.

WASHINGTON, D C 20001

JAMES H. RADEMACHER
PRESIDENT

AREA CODE 202
EXECUTIVE 3-4695

December 2, 1970

Mr. Charles Colson
Special Counsel to the President
The White House
Washington, D.C. 20501

Dear Chuck:

I am addressing this letter to your attention because I truly feel that the President could perform a service to a deserving Federal employee and, at the same time, score points with other Federal employee personnel. The purpose of this letter is to request your consideration of asking the President to send a letter of commendation to Mr. Richard Halloran. I am attaching a lengthy story which appeared in the Washington Daily News on November 23, 1970 with a follow-up story on December 1, 1970.

Last Spring, Richard Halloran, 36, a GSA electrician became concerned about the problems of GSA workers -- mostly laborers, mostly black and in dead-end jobs.

He conceived the idea that he might help them and improve GSA efficiency by persuading them to take some of the free correspondence courses available from local military installations. He was careful to win the support of his superiors at higher levels.

Eventually, he persuaded more than 700 employees to take correspondence courses and, as a sideline, persuaded seven to complete their high school education in night schools.

One of his enthusiastic supporters was Harold Pavel, Acting Regional Director of GSA's Public Buildings Service. After noting Mr. Halloran's success, Mr. Pavel detailed him for eight weeks to spread his gospel throughout GSA's big third region here.

After the initial story appeared in print, GSA Administrator Robert L. Kunzig presented Mr. Halloran with a \$200 award and a citation.

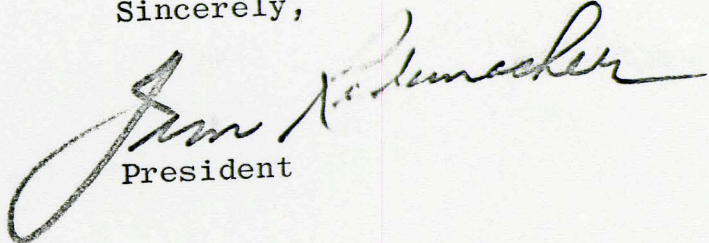
MR. CHARLES COUSON

-2-

DECEMBER 2, 1970

I know you will feel that more recognition is necessary after you read the specific details which I am enclosing. I truly believe that it would be a most commendable gesture on the part of the President to recognize the accomplishments of this Government employee. I think that it is in the hand in hand with the President's views on improved efficiency of employees. I trust you will share my views and act accordingly. In the meantime, I thank you for any consideration you might give this request.

Sincerely,



President

JHR/kh
Enclosures
opeiu #2

October 1, 1970

MEMORANDUM FOR JIM RADEMACHER

FROM: CHUCK COLSON

This will be small consolation but, believe me, there was a try made as you can see.

THE WHITE HOUSE

WASHINGTON

September 21, 1970

MEMORANDUM FOR

CHUCK COLSON

With regard to your request for us to turn off the new system for special delivery mail beginning Monday in New York, we did everything possible. However, this change had already been announced and, as we get the information, New York was the last city in which this change was to be instituted. I regret that we were not able to do something; however, if we had been advised a little bit earlier perhaps we would have been able to effectuate the delay.


KEN COLE

September 18, 1970

HIGH PRIORITY

MEMORANDUM FOR KEN COLE

The following is a brief summary of the situation in New York, as I understand it:

The Post Office Department (Regional Director in New York) intends to institute a new system for special delivery mail beginning Monday. This will mean the removal of several people who would normally expect to be doing their greatest volume of business between now and Christmas. This also has apparently caused a great deal of agitation in the New York Post Office which, of course, is a tinderbox situation anyway. It has also received wide publicity-- two front page stories in the New York Times. Our friend Rademacher strongly recommends that we simply defer putting this into effect until after Christmas. No one will object after the Christmas rush is over and in the meantime, attrition will largely solve the problems.

Mr. Rademacher says Frank Nunlist is very sympathetic, but the New York Regional Director insists on going ahead. Rademacher thinks this could cause another blow-up in New York and simply suggests that we ask that the effective date be delayed.

This goes into effect Monday, so the timing is critical.

Charles W. Colson

THE WHITE HOUSE

WASHINGTON

August 25, 1970

TO: GEORGE BELL

FROM: CHARLES W. COLSON

Good work!!!

(FILE- Rademacher file.)

THE WHITE HOUSE
WASHINGTON

CAC -
FYI &

he.

Geo.

AUG 10 1970

THE PENNSYLVANIA STATE UNIVERSITY

138 SPARKS BUILDING
UNIVERSITY PARK, PENNSYLVANIA 16802

College of the Liberal Arts
International Program
Development

August 7, 1970

Mr. George T. Bell
Staff Assistant to the President
Executive Office Building - Room 184
17th Street and Pennsylvania Avenue, N.W.
Washington, D.C. 20506

Dear Mr. Bell:

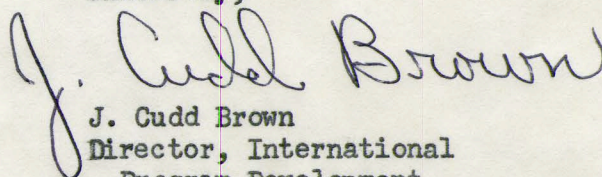
Recently I have recovered from an extended bout with a rather formidable virus--an annoying thing for someone as healthy and energetic as I am, and the first time I can remember being ill in the summertime. But I made up my mind that I would write to you as soon as possible after my return from Richmond and Washington, and, also, just as soon as I felt strong enough to do the things I want most to do.

The Peace Corps offer, although tempting in terms of duties, was not adequate in terms of salary. The opportunities on the horizon in A.I.D. and H.E.W., however, looked very promising and challenging. Naturally, it is very disappointing for me to see the results of so much time and effort go to waste--although I would not have wanted to miss the opportunity of meeting you, Governor Dwinell, Matt Harvey and others involved in my job efforts.

As I told Mr. Rademaker, no man in official position could have been more gracious and considerate than you have been in my case. You certainly made every effort to help me. I am most grateful to you, Mr. Bell. Be assured, also, that if I can be of service on a committee, task force, or study group, or as a staff consultant, during the coming year, I will be pleased to do so.

With kindest personal regards, and my very best wishes for your continued success and good fortune, I am

Sincerely,


J. Cudd Brown
Director, International
Program Development
Professor, Political Science

JCB:G

Letercarriers
Wed File

August 14, 1970

MEMORANDUM FOR HARRY S. FLEMMING

SUBJECT: James Radamacher

Attached is biographic information on Mr. Radamacher who we agreed would be given a top-level Presidential commission appointment. The President some time ago asked that he receive such an appointment, and now that the Postal Bill has been signed, this should be accomplished at the earliest possible date.

Would you please keep me posted of the timing in order that I can notify Jim prior to announcement.

Charles W. Colson

7/11

BIOGRAPHY
JAMES H. RADEMACHER
PRESIDENT
NATIONAL ASSOCIATION OF LETTER CARRIERS

Born: July 18, 1921

Married: Martha Kathryn Rice

Children: Two - Charles; Linda

Entered Postal Service at Detroit, Michigan, January 16, 1941 as temporary substitute carrier. Appointed career substitute carrier June 16, 1941.

Entered U. S. Navy 1944; Discharged 1946.

Station representative Branch #1, NALC, July, 1946.

Delegate Detroit and Wayne County Federation of Labor, 1947-48.

Secretary Branch #1, December, 1949-50.

Secretary Michigan State Association, May, 1949-50.

President Branch #1, 1951-60.

Member NALC Hospitalization Committee 1950-52.

Member Board of Directors Natl. Sick Benefit Assn., NALC 1952-58.

Member Executive Board, NALC 1957-60.

Field Director Chicago Region, 1957-59.

Field Director Philadelphia Region 1959-60.

Assistant Secretary-Treasurer NALC 1960-62. Also Field Director Atlanta Region 1960-62.

Vice President NALC 1962-68

Other activities: Since 1953 has served in various capacities as an unpaid official of the Muscular Dystrophy Assns. of America. In 1953 served as chairman of the Detroit March of MDAA at which time almost \$300,000 was collected. Following this drive, Mr. Rademacher was instrumental in establishing the first MDAA Clinic at Detroit. He is now serving as a member of the Executive Committee of the national MDAA organization.

He is the son of a retired letter carrier at Detroit, Michigan; his brother, William J. Rademacher is a letter carrier at Tucson, Arizona; and his brother-in-law is a letter carrier at Roanoke, Va.

Editor-POSTAL RECORD (1962-present)

Note Page 3 - Kathy H.



Convention Chronicle

47th Biennial Convention

National Association of Letter Carriers

Bulletin No. 1

Honolulu, Hawaii



August 18, 1970

4,000 ATTEND PUBLIC RECEPTION

Public Reception Sunday, August 16

USERY SAYS PUBLIC SUPPORTED LETTER CARRIERS DURING CRISIS

The traditional Public Reception, starting off the 47th Biennial Convention of the National Association of Letter Carriers, opened in the magnificent orange and green Coral Ballroom of the Hilton Hawaiian Village Hotel to an overflow crowd. It was estimated that more than 4,000 delegates and their wives filled the seats of the ballroom and at least 400 others watched from the Tapestry Lounge foyer where closed circuit television was in operation.

The Salt Lake City Band entertained the crowd until 6:30 p.m. when Richard Olivieri, Chairman of the Convention, called the meeting to order. Brother Albert Prestidge of Branch 860, Honolulu, sang the National Anthem and the Colors were presented by a guard consisting of war veteran members of Branch 860. The Episcopal Bishop of Hawaii the Very Reverend E. Lani Hanchett, delivered the invocation, and ended with a prayer in the Hawaiian tongue.

Chairman Olivieri presented the hard-working Branch 860 Committee and then called upon the Postmaster of Honolulu, H. C. Chee, who officially welcomed the Convention. Olivieri paid touching tribute to the late Carl J. Saxsenmeier, who was Regional Field Director for California and Hawaii, and then introduced his successor, Brother Al K. May, who became the temporary chairman of the meeting. After certain dignitaries were introduced, the Worcester, Mass. Band entertained the crowd and former Presidents of the NALC, William C. Doherty and Jerome J. Keating, and former Assistant Secretary-Treasurer, Charles N. Coyle, and their wives were formally recognized by the Convention.

Lt. Gov. of Hawaii, Tom Gill, extended short greetings on behalf of the State and then, after selections by the Minneapolis and St. Louis and Cleveland Bands, Brother May introduced the President of the National Association of Letter Carriers, James H. Rademacher. He was given a standing, shouting ovation, which lasted for several minutes. President Rademacher stressed the fact that, while we are meeting here in the Land of Enchantment, this is going to be a hard-working Convention and said that we have an enormously important agenda to get through on behalf of the letter carriers we represent. His remarks were well received when he said: "There is no group more deserving of what we have gotten,

Continued on Back Page

"The American people vividly expressed their support for the Nation's letter carriers during the March postal crisis," Assistant Secretary of Labor W. J. "Bill" Usery, Jr. told an applauding 4,000 delegates as the 47th Biennial Convention opened in Honolulu, Hawaii, Sunday, August 16.

According to Secretary Usery, communications received at the Labor Department in March indicated an 8-1 vote of support for the Nation's postal workers. In a stirring address Usery said he found the NALC during negotiations "honest, tough and fair." "You proved yourselves to be one of labor's very greatest organizations," he said. He characterized the March work stoppage as "the greatest dispute American labor had ever known" and described the ensuing negotiations as the most

Continued on Back Page



Hon. W. J. Usery, Jr.
Assistant Secretary of Labor

Opening Day Monday, August 17

The Seattle Letter Carriers' Band entertained the delegates before the Convention was called to order by Chairman Richard Olivieri, President of Branch 860, Honolulu. The Colors were posted, and the National Anthem was sung by Al Prestidge of Branch 860, accompanied by the band. Brother Walter Ling of Branch 860 then gave the Pledge of Allegiance to the Flag, and the invocation was delivered by Bishop John T Scanlan, of the Catholic Diocese of Honolulu. Addresses of welcome were delivered by Chairman Olivieri, Frank F Fasi, the Mayor of Honolulu, Hon Chun Chee, Postmaster of Honolulu, and Debs Hensley of the San Francisco Regional Office of the Post Office Department.

Chairman Olivieri then paid great tribute to the President of the National Association of Letter Carriers, James H. Rademacher, and as he handed over to him the gavel, the delegates rose to their feet in thunderous greeting of applause. At 9:10 a.m., President Rademacher banged the gavel on the rostrum and declared the 47th Biennial Convention to be officially in session.

Preliminary reports were presented by Secretary-Treasurer William T Sullivan, Director of Health Benefits Austin B. Carlson, and Director of Life Insurance George A. Bang.

The Credentials Committee was then introduced. They were Angelo D. Falco, Chairman, Branch 231, Fresno, California; Vern E. Doll, Branch 9, Minneapolis, Minnesota, Ralph Engleson, Branch 715, Beloit, Wisconsin, C. V. Hearne, Branch 197, Shreveport, Louisiana, Carl Meiman, Branch 14, Louisville, Kentucky; Frank Solis, Branch 421, San Antonio, Texas; and Donald Stephens, Branch 1358, Tulsa, Oklahoma. Chairman Falco gave the following preliminary report for this Convention:

National Officers present—24
State Field Directors—32
Delegates at Large—37
Branches represented by delegates—561
Branches represented by proxy—3,579
Delegates in attendance—2,712

The Rules Committee was then called to the platform. They were Eugene Hacker Chairman, Branch 343, St. Louis, Missouri; Joseph Klepach, Branch 1, Detroit, Michigan; Al Shamas, Branch 101, Altoona, Pennsylvania; Frank Spatola, Branch 41, Brooklyn, New York; and William York, Branch 132, Dallas, Texas.

During the presentation of the Rules Committee, President Rademacher introduced a member of the Committee, Joe Klepach of Branch 1, Detroit, as the man who represented all letter carriers at the recent signing of the Postal Reform Act by President Nixon. Since Rademacher could not be present personally for this historic occasion, he had insisted, over the objection of the Postmaster General, that the letter carriers be represented by a rank-and-file member. The Convention gave Klepach an enthusiastic round of applause.

The only significant change in the rules for this Convention calls for an uninterrupted session each day from 8:30 a.m. to 1:30 p.m. and no afternoon session, so that delegates will have a chance to see Hawaii. The rules were unanimously accepted

by the Convention and were ordered to be printed immediately.

President Rademacher then introduced Dr. R. J. Parker, a registered Parliamentarian of great distinction, who will act as the official Parliamentarian of the Convention. He also introduced Ralph Farrell of Branch 34, Boston, Massachusetts, who will be the Election Commissioner for this Convention.

PRESIDENT'S CONVENTION REPORT

Then, with this necessary preliminary business accomplished, President Rademacher delivered a keynote address which was interrupted several times by ovations. He declared that the new Postal Service, as approved by Congress and the President of the United States, is a far different matter than the original postal corporation recommended by the Postmaster General. It has checks and balances which will prevent management despotism, and it contains labor-management provisions favorable to Labor, including the absolute right to arbitration which had not been in the original. "It was a difficult decision to go along with a new Postal Service concept," Rademacher said, "but it was the only decision that would give the people I represent a total 14 percent pay increase. The Act is not perfect yet, I see flaws in it, but I'll put up with flaws if it means putting bread and butter into the mouths of letter carriers and their families."

In discussing the matter of the work stoppages of last March, he created a moment of shouting applause when he said: "I want to pay tribute to those letter carriers who had the courage to break through the dam of repression and who took their grievances out into the street for the world to see. This took golden guts, and I want to pay tribute to those guts."

He also received a warm response when he said that he had at the time of the trouble, 480 pledges from Branches all over the country, including all the largest Branches, offering total support and loyalty in any course he might choose to take to bring management to its senses. "That also took golden guts and I want to applaud those Branches and those letter carriers, also."

The NALC's chief negotiator added that both the strikers and the potential strikers put intolerable pressure upon management and, if that pressure had not existed, there would never have been a bargaining table and the negotiations would have been a disaster.

He also got a most enthusiastic approval when he told the Convention, "I intend to fight for my members. I intend to use every weapon in the arsenal of industrial welfare, if necessary. If we run into stupid management stubbornness, I shall not fail to use every weapon in that arsenal. We want peace, even if we have to fight for it. We want peace but, by God, it must include a decent livelihood for all those whom I represent."

President Rademacher ended this important address by urging the Convention to overturn the mandate of the Boston Convention and to enable National Officers to explore the achievement of complete solidarity with other postal unions.

RESOLUTIONS COMMITTEE

President Rademacher then called the Resolutions Committee to the platform to begin a long and important Convention duty. Committee members are Frank Mandicino, Chairman, Branch 69, Sioux City, Iowa, Robert H. Miller, Branch 36, New York, New York; Halline Overby, Branch 24, Los Angeles, California; Thomas R. Polillo, Branch 1192, Lewiston, Idaho, and George D. Vukasovic, Branch 11, Chicago, Illinois.

However, before the Committee started, Delegate Paul Goldenberg of Levittown, New York, rose to offer a resolution

Opening Day Monday, August 17

— Continued —

that all National Officers at this Convention remove their coats and that the official garb of the Convention be Aloha shirts. The resolution was passed unanimously, and the officers gratefully removed their coats.

The first twenty recommendations of the Resolutions Committee were agreed to by the delegates. The most important of these were Resolution No. 3 calling for complete amnesty for all postal employees who participated in the recent work stoppages; Resolution No. 4 which mandated the National Officers to seek every means to acquire the right to strike; Resolution No. 5 which demands that the NALC negotiate against financial disclosure unless given the right to strike; No. 9 calling for the formation of a Council of Postal Unions; No. 11 calling for support of postal reform; Resolution No. 12 calling for contract ratification after negotiations; No. 13 favoring the all regular program; Resolution No. 14 favoring class action grievances; Resolution No. 15 demanding future across-the-board pay increases instead of percentage pay increases; No. 18 instituting further use of the cost-of-living allowance procedures of the Federal Government in the Postal Service. During the discussion on the cost-of-living allowance resolution, it was asked that the word "should" in the resolve be changed to "shall," and one unidentified delegate got a laugh from the Convention by asking, "What do you want—good grammar or good money?"

Vice President J Stanly Lewis then introduced the following Committees for their reports: **Committee on Affiliations**—James W Griebing, Chairman, Branch 471, Mason City, Iowa, Clarence W Acox, Branch 124, New Orleans, Louisiana, Thomas K. Connors, Branch 945, Long Beach, California, Charles F Hughes, Branch 19, New Haven, Connecticut; James P Kennedy, Branch 67, Elizabeth, New Jersey; Harold A. Wright, Branch 155, Belleville, Illinois. **Bands Committee**: Edward J Gardner, Chairman, Branch 1071, Miami, Florida, Pondlin Defa, Branch 111, Salt Lake City, Utah; John J Henry, Branch 79, Seattle, Washington. **Scholarship Committee**—William Simpson, Chairman, Branch 311, Danville, Illinois; James Hughey, Branch 73, Atlanta, Georgia, Emery A. Rothrock Branch 367, New Albany, Indiana.

The reports of these Committees were adopted by the Convention.

President Rademacher then introduced the City Delivery Committee, as follows: Clarence F LaPinske, Chairman, Branch 2, Milwaukee, Wisconsin; Carl T. Gatti, Branch 380, Trenton, New Jersey; Everett E. Mallon, Branch 82, Portland, Oregon; Elliott C. Peacock, Branch 142, Washington, D.C.; and Stephen A. Zitnay, Branch 70, San Diego, California.

This Committee's recommendations for the first 22 resolutions were upheld and the Convention overturned its first resolution when it overruled the approval of the Committee of a resolution which would make 7 a.m. the earliest starting time in post offices for letter carriers. The Convention approved resolutions calling for a five-day, 35-hour work week; condemned the Department for its policies of permitting the deterioration of the postal service, and demanded that all mail

distributed to a letter carrier be completely delivered each day, using overtime or auxiliary assistance to do so, if necessary

The sharpest debate was on Resolution No. 8, calling for elimination of Saturday delivery. The Committee's disapproval of this resolution was hotly contested by delegates, particularly from Branch 36, New York City, and Branch 562, Jamaica, New York, which had introduced the original resolution. A division was called for and the recommendation of disapproval was upheld.

The City Delivery Committee handled 40 resolutions before President Rademacher asked them to stand aside while the Motorization Committee presented resolutions.

The Motorization Committee consists of James F Dolan, Chairman, Branch 1071, Miami, Florida, Edward B. Hall, Branch 3126, Royal Oak, Michigan; Curtis Hill, Branch 547, Elkhart, Indiana, Ralph Merigliano, Branch 449, New Rochelle, New York; and John E. Murphy, Branch 306, Portland, Maine.

The Committee handled five resolutions before it was necessary to ask them to stand aside so that Secretary-Treasurer William T. Sullivan could make special announcements and so the Branch 860 Convention Committee, represented by Walter Seki and Walter Pomroy the co-chairmen of the Parade Committee, could fill the delegates in on the details of this evening's parade.

When this was done, after an extremely busy and fruitful morning, President Rademacher adjourned the Convention until 8:30 a.m. Tuesday

THE WHITE HOUSE
WASHINGTON
August 12, 1970

Dear Jim:

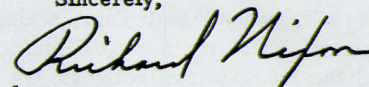
The legislation I signed today creating the U.S. Postal Service is the culmination of a concerted effort by the Government, the private sector, and above all the representatives of America's postal employees.

Without the cooperation of your members and the effective leadership you provided, our success could never have been possible. It therefore gives me special pleasure on this history-making day to applaud the outstanding role of the National Association of Letter Carriers, and to express my deep appreciation to you personally for generously sharing your experience, knowledge and ideas.

It is my hope that your efforts to bring about this legislative landmark will be fully rewarded in the years ahead, as the benefits are translated into greater well-being for your members ... and, indeed, for all Americans. The opportunities it provides for open and free collective bargaining, the assurances it carries for a more efficient postal service and greater equity for the hard-working men and women who keep our mails moving: these comprise the tangible and most appropriate tribute to your efforts.

And I know that I am joined by countless fellow citizens when I say thank you and best wishes for an enjoyable and highly productive convention.

Sincerely,



Mr. James H. Rademacher
President
National Association of
Letter Carriers

Public Reception Sunday, August 16

Continued from Page 1

and there is no group more deserving of what we are going to get by negotiation."

Rademacher then introduced the ranking minority member of the Senate Post Office Committee, Hiram Fong of Hawaii, as the "father of the retroactivity clause" in the recent pay bill. Fong in a gracious speech praised the Reform Act as a work of postal statesmanship. He said it would bring about (1) better working conditions, (2) a more efficient postal operation, and (3) an improved service. He praised highly the role that President Rademacher had played in bringing about the postal reform and an increase in postal pay and promised the delegates that Congress would oversee the operation of the new Postal Service to make sure that the employees of the future would be happy, well paid and proud.

The Dayton, Ohio, Band then entertained and President Rademacher introduced the principal speaker of the Convention, Assistant Secretary of Labor William J. Bill Utery as the "indispensable man" in the recent negotiations between the postal employees and their Federal employer.

The Seattle Band played a number and then President Rademacher introduced Congressman Frank Brasco, D., N.Y. The Brooklyn legislator hailed the new Postal Reform bill as being "the beginning of the end of treating postal employees as second-class citizens, and the absolute end of the postal employees having to come to Washington for collective bargaining for their rights."

He described the leadership of the NALC as magnificent in precision, always wise in decision, and paid special tribute to Brothers Gus Johnson and Jack Leventhal on the local level, and President Rademacher and Vice President Stan Lewis at the National level. In talking about Rademacher, he aroused enormous enthusiasm by saying he was like a quarterback whose line had gone out to lunch. "He was hit from every side and never crawled; he carried the ball for letter carriers and never dropped it once. Jim Rademacher brought home the best bargain the letter carriers could have achieved." He said about amnesty for those who took job action in March, "I shall stand side by side with this union in the fight to gain total amnesty for all who went out in March."

The Memphis Band entertained, and then President Rademacher asked all the retirees in the room to stand up and be recognized by the Convention. He then introduced Congressman Dominick V. Daniels, D., N.J., Chairman of the House Subcommittee on Retirement and Health Benefits.

Dominick Daniels joined in the chorus of praise for the new reform bill, and predicted that through it the letter carriers would be able to get their just desserts without having to march around Capitol Hill.

He described with satisfaction the benefits of the Daniels-McGee bill, passed last year, which put the Civil Service Retirement Fund on a sound financial basis, and also improved the lot of postal retirees. On Health Benefits, he predicted that the pending bill in Congress will be signed into law shortly and then added, "I shall be fighting to increase the Government contribution to 50 percent, as soon as that

bill is signed into law. In any case, we shall be forming a base for fruitful future negotiations."

He concluded by giving Rademacher a copy of a book printed in 1888 in New York City celebrating the passage of the eight-hour law.

The Pittsburgh, Pennsylvania, Band then played as a prelude to the introduction of Rep. Robert J. Corbett, R., Pa., ranking minority member of the House Post Office Committee, and a man who has served on the Post Office Committee longer than any other man in history.

In talking about the new law, Corbett said there are three things he liked best about it: The word "reform," the 8 percent retroactive pay raise, and compression. He promised that Congress would oversee the actions of the new postal service to make sure that it does not raise the rates too high nor cut service, nor cause postal unemployment. He received warm applause when he said, "What Congress has done, we can undo, and if the new Postal Service bosses do not treat our employees properly, we shall undo the law which made them bosses in the first place."

The Milwaukee Band then played several selections as the Public Reception drew to a close.

LADIES AUXILIARY NOTES

The 32nd Biennial Convention of the National Ladies Auxiliary to NALC convened early Monday morning following the enchanting strains of the Milwaukee Letter Carriers Band. The attractive hostesses of Auxiliary 967 welcomed delegates to the Aloha State.

Mr. B. Lee Morgan of Shamokin, Pennsylvania, presented President Helen Burrows with a beautiful myrtlewood plaque bearing the emblem of the NLA, and honoring his deceased wife who was an Auxiliary member 25 years.

The following appointments were made by President Burrows: Parliamentarian, Delores Geiges; Pianist, Jay Mallon; Photographer, Lee Pinkleman; and Convention Reporter, Anne Sykes.

Past National President Emma Meyer of Rockford, Illinois, and Past National Secretary Helen Brown of Dayton, Ohio, were presented to the Convention.

Vice President Lindholm announced that with the addition of two new State Auxiliaries, Nevada and Massachusetts, 46 States Auxiliaries are now in existence.

USERY SAYS PUBLIC SUPPORTED LETTER CARRIERS DURING CRISIS

Continued from Page 1

difficult and extraordinary because they required ratification by Congress of everything they had achieved.

He added that the fastest growing unions are in the Federal government and told the leaders of the NALC that they must constantly improve and refine their bargaining techniques. "All Federal employees should have the right to bargain collectively," he said, "and Congress has given this to you. This is a new ballgame. A game of give and take. Postal unions are changing gears from lobbying skills to bargaining skills."

He was given a standing ovation when he concluded his talk by saying: "You have come a long way, baby, to get where you are today. You have to go a long way, baby, to get to where you should be."

POSTAL DISPUTES PRODUCE TOP LOBBY SPENDING IN 1969

Pressure groups reported spending more than \$5.1 million to lobby Congress in 1969, a 21-percent increase over the preceding year and the second highest total since 1951.

Much of the increase was attributable to controversy over proposed pay raises for postal employees, which brought the nation's first mail strike this year, and over proposals to revamp the postal service. Tax legislation also contributed to the rise in reported spending for lobbying purposes.

A total of 269 organizations listed spending of \$5,114,709 to influence Congress on legislation in 1969, up from the \$4.2 million reported by 266 organizations in 1968. The 11 groups which spent more than \$100,000 apiece accounted for more than a third of the total reported for all groups. The 25 organizations reporting the largest spending in 1969 accounted for \$2,975,930, more than half the total.

The figures were compiled by Congressional Quarterly from quarterly reports filed with the House File Clerk by lobby groups under the 1946 Federal Regulation of Lobbying Act. The figures represent a fraction of the sums spent in efforts to influence Congress. A 1954 Supreme Court ruling exempted from reporting those organizations which do not solicit or receive money for the "principal purpose" of influencing Congress. Self-policing aspects and divergent interpretations of provisions of the Federal Regulation of Lobbying Act on which the courts have not ruled add to uncertainties concerning the accuracy with which the spending reports reflect pressure group activities.

Political campaign activities, which comprise a significant portion of some interest groups' efforts to affect Congressional action, fall under a separate law.

Biggest Spenders. The National Association of Letter Carriers (AFL-CIO) jumped from 19th in 1968 to first place among reported lobby spenders in 1969. A second postal union, the United Federation of Postal Clerks (AFL-CIO), while dislodged from the top spending spot it had occupied from 1966 through 1968, also increased its lobby spending substantially and ranked second.

The 210,000-member Letter Carriers union reported spending \$295,970, highest figure reported by a lobby group since the American Medical Association reported \$1,155,935 for 1965, the year Medicare was enacted over AMA opposition. The Letter Carriers devoted much attention to ultimately successful efforts to get a pay raise for postal workers and partly successful efforts to block the Administration's proposed establishment of a postal corporation in place of the existing Executive department. Nearly half the union's spending—\$144,641—went for printed materials. Another \$89,333 was reported for public relations and advertising services. The union's spending more than quadrupled from its reported \$63,797 lobby spending in 1968.

The Postal Clerks, with interests generally similar to those of the Letter Carriers, spent \$250,827 in 1969, compared with \$170,784 which topped all organizations in 1968.

The Realty Committee on Taxation, an organization representing about 100 of the largest investment builders, reported the third largest spending at \$229,223. Its only legislative interest was an accelerated depreciation provision in the Tax Reform Act of 1969, which it sought unsuccessfully to retain.

Loopholes in the Regulation of Lobbying Act, inaccuracies in the reports and varying methods of calculating reported lobby spending totals make comparisons hazardous. Lobby group spokesmen say the fact that an organization ranks high on the list may simply reflect greater detail in reporting rather than higher spending.

Reporting Methods

Organizations filing reports on spending under the 1946 Federal Regulation of Lobbying Act use varying criteria in determining what to report.

The lobby organizations themselves determine what portion of their total yearly expenditures should be attributed to lobbying. The law designates no Federal officials to check the accuracy and completeness of reports. The Clerk of the House simply acknowledges that a report has been received and files it.

Spending report forms provided by the Clerk of the House and Secretary of the Senate list blanks for eight spending categories:

- Public relations and advertising services.
- Wages, salaries, fees, commissions (other than public relations and advertising).
- Gifts or contributions made during the quarter.
- Printed or duplicated matter, including distribution cost.
- Office overhead (rent, supplies, utilities, etc.).
- Telephone and telegraph.
- Travel, food, lodging and entertainment.
- All other expenditures.

Most organizations list only part of their total yearly expenditures as lobby spending. But there is little agreement among methods used to determine what amounts to attribute to lobbying.

The American Legion regularly reports the full budget of the Legion's legislative commission in Washington.

The National Association of Postal Supervisors made a change in its bookkeeping procedures which led to reporting of additional spending for 1969 previously left unlisted.

Other groups report varying percentages of their overall expenditures or of staff members' salaries, depending on group officials' determination of the ratio between lobbying and the group's total activities. For example, the National Association of Home Builders of the United States not only listed its total spending in 1969 but also reported its lobby spending at 75 percent of the associa-

tion's legislative budget "plus an estimated percentage of the other expenditures...which may conceivably be considered 'in connection with the legislative interest'."

The American Farm Bureau Federation in 1969, as previously, reported 5 to 50 percent of various officers or employees' salaries, depending on the time devoted to lobbying activities.

One form of error is common. This results from the lobby organization's listing of the total quarterly spending in the wrong space on the reporting form. When

this occurs, the figure is disregarded by the printers and listed in the *Record* as "none." The result is that each year some organizations are shown in the *Record* as having reported no spending under the lobby law, although they have done so. For the list which follows, CQ has used the original reports to substitute the reported totals where the word "none" has appeared in the *Record* listing.

References: *Congress and the Nation*, Vol. II p. 925; *Congress and the Nation*, Vol. I p. 1585; 1969 *Weekly Report* p. 1128.

Legislative Interests of Top Lobby Spenders

Letter Carriers. Major efforts aimed primarily at gaining a pay raise for postal workers and also at blocking creation of a postal corporation vaulted the National Association of Letter Carriers (NALC) from 19th place in 1968 to first place in reported lobby spending in 1969. The 210,000-member union reported expenditures of \$295,970—up from \$63,797 in 1968.

The union was unsuccessful during 1969 in both its main objectives. Delays in connection with a Federal employees' pay raise bill (HR 13000), which passed House and Senate in significantly differing forms, and disagreement over the Administration position linking pay raise to postal reform accounted for part of Congressional inaction on the issue in 1969.

On March 18, 1970, the Manhattan-Bronx local of the NALC staged a wildcat walkout which spread in three days to more than 600 post offices in the nation's first postal strike. Four months later Congress had granted postal workers and most other Government employees a 6-percent raise and was in the final stages of enacting a postal reorganization measure which would give post office workers an additional 8 percent raise (HR 17070). The bill, in conference since mid-July, also provided for collective bargaining between unions and the management of a new postal service, set up in HR 17070 as an independent Government agency.

An agreement in December 1969 between union president James H. Rademacher and President Nixon on a modified corporation plan of postal reform in exchange for an 11-percent pay raise and other benefits backfired on Rademacher during the strike when the compromise was shouted down at NALC locals. But as negotiations became imminent on March 24 he was able to reverse himself and support separation of the salary issue from the corporation. (1970 *Weekly Report* p. 839)

In waging its battle last year the NALC said it spent \$144,641—almost half its reported total—for printed materials, and another \$89,333 on public relations and advertising services. Salaries of \$41,950 were also reported.

Postal Clerks. Number one spender in reports for 1966 through 1968, the 300,000-member United Federation of Postal Clerks (AFL-CIO) reported spending of \$250,827 in 1969. That was \$80,043 more than its 1968 spending.

The union conducted "intensive activity to beat" the Administration's postal corporation proposal (HR 11750), public relations counsel Stanley Allen said, adding: "And we won that fight."

But victory was not total. The union had to take a postal reorganization plan acceptable to the Administration in order to gain an additional 8-percent pay raise.

The postal service plan and the pay hike are in HR 17070, which was in conference in mid-July.

The union had supported a pay raise bill (HR 13000), which granted up to a 5.4-percent increase. The bill had passed both houses in significantly differing form, but conferees never met.

Much of the 1969 spending, Allen said, was connected with the union's "public education" campaign, aimed in part at countering efforts on behalf of the postal corporation by the Citizens Committee on Postal Reform.

The union reported spending of \$112,727 on printed materials and \$16,836 on public relations and advertising in 1969. Salaries were reported at \$59,649.

The union was among seven postal unions to join in negotiations with the Administration in March after striking postal workers were back on the job. A number of its locals participated in the strike.

Provisions in the pay raise-postal reform bill would allow compensation and working conditions to be set through collective bargaining as in private industry and apply national labor-management legislation to the new postal service and postal unions. (1970 *Weekly Report* p. 1434, 1526)

"This has been the busiest two-year period in memory," Allen said. "It's odd that much of what we've fought for for years has come to a head within the last two years."

Realty Committee. The Realty Committee on Taxation, an organization representing about 100 of the nation's largest investment builders, was third-largest lobby spender in 1969, on an unsuccessful cause.

The committee reported spending \$229,223 in its first year. Its only legislative interest was Section 311 of the Tax Reform Act of 1969 (HR 13270—PL 91-172). Secretary Lester Eisner said the committee sought unsuccessfully to prevent any change in accelerated depreciation provisions of the law. Congress changed the law to eliminate accelerated depreciation except for housing. Many committee members own the office buildings and commercial and industrial developments they build.

Eisner said the law change means investment builders who retain ownership must depreciate their properties over a longer period at a lower rate than heretofore. Eisner attributed what he called the "sluggishness" in the realty market partly to changes in the accelerated depreciation provisions. "But the worst problem remains high interest rates," he said.

Salaries of \$78,035 were the largest expenditure reported. Publicity was reported at \$40,500 and printing at \$10,964.

Eisner indicated the committee would continue in existence to seek amendment to the 1969 tax reform law.

AFL-CIO. The union, representing 13.5 million workers, reported spending \$184,938 in 1969, a \$30,000 increase over 1968 spending for lobby purposes. The union ranked fourth in lobby spending for the year.

Among the most active lobby groups on general matters as well as labor legislation, the AFL-CIO devoted a major effort to opposing confirmation of Clement F. Haynsworth Jr. as Associate Justice of the Supreme Court. It also lobbied heavily on the Tax Reform Act (HR 13270—PL 91-172), saying the House version was not strong enough in plugging loopholes for certain income groups.

The AFL-CIO reported no public relations and advertising costs in 1969. Salaries represented the largest expense, at \$143,433 for seven employees, followed by \$31,925 for printing and distribution services.

The AFL-CIO supported bills (S 2193, HR 3809) to set national labor health and safety standards; to establish new mine safety standards (S 2917—PL 91-173); to set a \$2 minimum wage (HR 10948, S 2070); to bring farm workers under the National Labor Relations Act (S 8); and to allow common-site picketing on construction projects (HR 100).

The AFL-CIO supported an unsuccessful rider to the supplemental appropriations bill (HR 15209) to permit the Comptroller General to withhold funds from construction projects that hire workers under a quota system set up by the Labor Department's "Philadelphia Plan." The union opposed the plan as discriminatory against the construction industry.

American Farm Bureau. The American Farm Bureau Federation reported spending \$146,337 last year, fifth-highest among lobby groups reporting.

The bureau, representing 1.86 million member families, supported bills (HR 9633, HR 11528) to phase out acreage controls and subsidy payments, in competition with several bills sponsored by a farm group coalition which would make existing farm programs permanent (HR 14014 and others). The bureau also offered new proposals on farm labor, but no action was taken in 1969 beyond the holding of hearings.

Salaries of 11 and sometimes 12 officers or employees of the Farm Bureau, reported at \$89,306 in 1969, comprised the largest category of the group's expenses. The organization reported from 5 to 50 percent of individuals' salaries, depending on the time devoted to lobbying activities. The other major expense item was printing, at \$40,137. No expenses were reported for publicity.

The Farm Bureau backed a 10-year extension of the Great Plains conservation program (HR 10595—PL 91-118). It opposed the potato promotion and research bill (HR 2777), defeated by the House.

The group supported the "district plan" of electoral reform, opposing the direct election system (H J Res 681) passed by the House but not yet taken up in the Senate.

The bureau sought unsuccessfully to eliminate the 50-50 shipping restrictions on commercial shipments of grain to the Soviet Union and eastern Europe (HR 4293—PL 91-184). The group was interested in a number of provisions of the tax reform bill (HR 13270—PL 91-172), successfully backing provisions to clamp down on "hobby farmers" but unsuccessfully opposing changes in existing depletion allowances. A key concern was retention of the investment credit, repealed in the final bill passed Dec. 22.

National Committee for the Recording Acts. The committee, representing performers in sound recordings, reported spending \$139,726 in 1969, up substantially from \$25,949 in 1968.

A spokesman said the committee's only legislative interest was the copyright revision bill (S 543), especially provisions to establish copyright protection for sound recording artists.

Public relations and advertising of \$93,605 constituted the largest expenditure of the committee. Travel was next at \$21,191. Salaries and printing were reported at about \$8,000 each.

The organization was active in 1968 when a copyright revision bill passed the House and was not taken up in the Senate.

Home Builders. Reported lobby spending for the National Association of Home Builders of the United States nearly doubled in 1969. The \$138,472 total jumped the group from 17th to seventh among the reported lobby spenders.

Burton Wood, legislative director, said the association's Washington office was understaffed in 1968. He said a "call to action" had brought about 1,000 builders to Washington in September 1969 "to bring home to Congress what was happening in the home building industry." Wood cited a "disastrous decline in housing starts and shortage of mortgage funds" as the basis for the September lobbying effort.

The association, in an unusual disclosure, reported its total spending in 1969 at \$4,814,030. In lobby spending, the association's 1969 total was reported as 75 percent of "the expenditures of the Legislative Department of the Association plus an estimated percentage of the other expenditures...which may conceivably be considered 'in connection with the legislative interest....'"

The association supported efforts in 1969 leading to the Emergency Home Financing Act of 1970 (HR 17495—S 3685), to make additional mortgage money available to home buyers. The bill was signed (PL 91-351) by President Nixon July 24.

The association was active in 1969 in support of legislation to increase mortgage availability and to increase the building industry's access to timber.

United States Savings and Loan League. The league, representing 5,000 savings and loan associations, reported it spent \$126,421 on lobbying in 1969, the eighth biggest figure listed. The league lobbied successfully for two major pieces of legislation: A provision in the mortgage credit bill (S 2577—PL 91-151) to increase to \$20,000 the savings and loan insurance accounting ceiling (same as for banks), and a provision to make available \$4 billion in backup for the Treasury Department to support mortgage lending.

The largest expense category reported for the league was that of lobby-related salaries for 16 employees at \$64,283. Printing costs were reported at \$45,832 with nothing reported for publicity. Travel, food, lodging and entertainment expenses totaled \$1,976 for the last three quarters of 1969 and \$11,281 in the first quarter. The larger figure represented the league's annual legislative conference in Washington in February, legislative director Stephen Slipper said.

The league failed to win approval of a Federal Home Loan Bank secondary mortgage market authority and

25 Top Spenders

The 25 top spenders of the 269 organizations that filed lobby spending reports for 1969 are listed below, with the amounts they reported spending in 1969 and 1968.

ORGANIZATION	1969	1968
National Association of Letter Carriers (AFL-CIO)	\$295,970	\$ 63,797
United Federation of Postal Clerks (AFL-CIO)	250,827	170,784
Realty Committee on Taxation	229,223	
AFL-CIO (headquarters)	184,938	154,466
American Farm Bureau Federation	146,337	147,379
National Committee for the Recording Arts	139,726	25,949
National Association of Home Builders of the United States	138,472	70,095
United States Savings and Loan League	126,421	119,784
Record Industry Association of America Inc.	115,334	111,394
American Legion	114,609	141,134
Council for a Livable World	112,603	154,022
National Education Association, Office of Government Relations and Citizenship	97,537	84,146
National Housing Conference Inc.	95,562	96,935
American Medical Association	91,355	56,374
Railway Labor Executives Association	86,286	
National Association of Theatre Owners	84,049	
Citizens Committee for Postal Reform	83,951	—
Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-CIO)	80,985	93,456
American Trucking Associations Inc.	80,896	121,399
Liberty Lobby Inc.	79,927	75,807
National Federation of Independent Business Inc.	75,528	102,455
National Farmers Union	73,264	95,639
National Association of Postal Supervisors	68,365	35,694
National Council of Farmer Cooperatives	62,496	57,832
National Federation of Federal Employees	61,269	57,148

failed to obtain for savings and loan associations trustee power in handling estates.

The group was successful in advocacy of certain provisions of the Tax Reform Act of 1969 (HR 13270—PL 91-172), including one maintaining special bad-debt deductions and liberalizing rules for savings and loans seeking to qualify for those deductions.

Record Industry Association of America. (Represents about 55 record companies.) Centering its efforts on one piece of legislation in 1969, the association reported spending \$115,334 under the Lobbying Act. The 1968 total was \$111,394.

The legislation backed was an amendment by Sen. Harrison A. Williams Jr. (D N.J.) to the copyright revision bill (S 543). The amendment would establish a schedule

of royalty payments to musical performers and record companies for use of their material in jukeboxes or on the air. The bill has been reported favorably by the Senate Judiciary Subcommittee on Patents, Trademarks and Copyrights, with no action in the House.

The association reported \$109,834 in salary expenditures in 1969. No expenditures were listed for publicity or printing.

American Legion. (Represents about 2.5 million veterans.) Expenditures in 1969 were reported by the Legion at \$114,609, down from \$141,134 in 1968. Both figures represented the full budget of the Legion's legislative commission.

The Legion's major interest last year was a bill (S 1471—PL 91-96) raising benefits to widows and children of veterans who died of service-connected causes.

The Legion's largest reported lobby expense in 1969 was \$81,294 for salaries of seven to eight employees. That was followed by \$26,797 for travel, food, lodging and entertainment; \$24,352 for printing and duplicating, and \$17,829 for office overhead.

The Legion supported bills to authorize (S 2546—PL 91-121) and appropriate funds for the antiballistic missile system (ABM), increase educational benefits for Vietnam veterans (HR 11959—PL 91-219); bar Communists from employment in defense plants (HR 12699); curb drug abuse (S 2637, S 1895); limit the distribution of obscene materials (S 2057, HR 10877); and authorize grants to states for communicable disease control (S 2264).

The Legion also supported an amendment to the foreign aid authorization bill (HR 14580—PL 91-175) to repeal economic sanctions against Rhodesia. The House deleted the amendment on the floor.

Council for a Livable World. The council's reported lobby spending in 1969 dropped to \$112,603 from a 1968 total of \$154,022, despite heavy involvement in the debate over deployment of the antiballistic missile system (ABM) (S 2546—PL 91-121).

The organization has several thousand contributors interested in arms control and disarmament. It supported Senatorial candidates in 1968 who were sympathetic to arms control or against the ABM, which the council has opposed since 1965. The council last year arranged anti-ABM seminars for Senators and aides, channeled information and arranged for scientists opposed to the ABM to testify before Congressional committees and lobby Senators on the issue.

The council's largest reported expense in 1969 was \$41,841 for salaries; \$28,485 was reported for printing, none for public relations and advertising, and \$20,554 fell under "all other expenditures."

The council, though most of its energies went to the ABM issue, also backed defense cuts and a start to U.S.-Soviet strategic arms limitation talks and opposed multiple warhead (MIRV) missiles.

NEA. The National Education Association's office of government relations and citizenship reported spending of \$97,537 to lobby in 1969. It reported \$84,146 in 1968.

Primary concern of NEA in 1969 was the Labor-Health, Education and Welfare fiscal 1970 appropriations bill, vetoed by President Nixon Jan. 26, 1970, as inflationary. The House sustained the veto 226-191 Jan. 28, with 52 votes to spare. (*Weekly Report p. 256*)

The President had been bested in two bouts prior to his resort to the veto—House and Senate passage of the \$19.7-billion Labor-HEW bill—in large part by a new alliance of educators headed up by NEA. They were instrumental in getting \$1.2 billion added to the President's education request, which Mr. Nixon called inflationary in his veto message.

The Emergency Committee for Full Funding of Education Programs, including about 70 groups, was initiated in April 1969 by John Lumley, director of NEA's office of government relations and citizenship. The committee called hundreds of grassroots lobbyists to Washington Jan. 26-28, 1970, to press Congress to override President Nixon's veto. It did not, but the House-passed Labor-HEW money bill is well above the Nixon requests. (*Weekly Report* p. 348)

"I guess Mr. Nixon now has guaranteed that the committee will go through 1971," Lumley said.

NEA reported \$86,485 in salaries and \$1,452 in printing as major expenses for lobbying in 1969. Nothing was reported for publicity. A spokesman said the association employs eight fulltime lobbyists.

A spokesman said the NEA has also supported the 18-year-old vote (HR 4249—PL 91-285); revision of copyright laws (S 543), to determine what is "fair use" of published materials mechanically reproduced for classroom use; appropriations under Title IV of the Civil Rights Act to assist local school districts in desegregation; authorizations under the General Federal Aid bill (HR 10833) to assist states in problems they identify; and legislation to grant the Office of Education status as a separate department of the Executive Branch.

Housing Conference. The National Housing Conference Inc., representing about 4,000 Federal and local housing officials, builders, architects and other professionals, reported 1969 lobby spending of \$97,665, almost unchanged from 1968.

The conference's legislative interest last year involved provisions of the Housing and Urban Development Act of 1969 (S 2864—PL 91-152), housing appropriations, and the 1969 Tax Reform Act (HR 13270—PL 91-172).

The tax reform bill included a provision on depreciation of rental housing which the conference said preserved a tax advantage for moderate- and low-income housing, though its extension was not as long as the group wished.

American Medical Association. The AMA reported spending \$91,355 to lobby in 1969. The amount in 1968 was \$56,374.

The medical association was credited with one of the big lobby victories of the year when Dr. Roger O. Egeberg was named as Assistant Secretary for Health and Scientific Affairs in the Department of Health, Education and Welfare (HEW). The appointment ended a five-month effort by HEW Secretary Robert H. Finch to gain the post for Dr. John H. Knowles. The AMA was reported to oppose Dr. Knowles because it considered his view on health care too liberal.

The AMA reported \$48,062 for salaries and \$20,000 for printing and duplicating in 1969. Nothing was reported for advertising and public relations. The AMA reported its full legislative commission budget.

A second major lobby victory came for the AMA when the House June 25 and the Senate June 30 overrode President Nixon's veto of June 22 on the bill extending the

Hill-Burton hospital act (HR 11102—PL 91-296). The Medical Facilities Construction and Modernization Amendments of 1970 authorized \$2.79 billion over three years for grants and loans to hospitals and other medical facilities. The President said the bill was too expensive and would hinder his management of the Federal Budget. (*Weekly Report* p. 1680).

The AMA also supported a bill (HR 14252) to authorize Federal grants for drug abuse education. The AMA said grants should include education on abuses of alcohol.

Railway Labor Executives Association. The RLEA reported expenditures of \$86,286 last year, ranking the organization 15th among reported spenders in 1969.

Legislation (HR 15733) backed by the RLEA last year to raise temporarily railroad retirement benefits by 15 percent and the interest rate on obligations where railroad retirement funds are invested passed the House April 7, 1970, and the Senate, with amendments, June 30, 1970. (*Weekly Report* p. 1681, 1009)

Now in conference, the two versions differ on when the provision granting the increase is to expire. The Administration is opposed to the legislation.

A second RLEA-backed bill (S 1933) to create uniform Federal railroad safety standards passed the Senate Dec. 19 and now awaits action on the House calendar.

Theater Owners. The National Association of Theater Owners reported expenditures of \$84,049 in 1969, principally to lobby once more against pay television.

The association, representing about 10,000 theater owners, backed a bill (HR 420) to make the broadcast of subscription television illegal.

The theater owners also joined in a court challenge to a Federal Communications Commission (FCC) plan to authorize pay TV in specific locations and with limitations on programming. A Federal appeals court rejected the theater owners' challenge, but the FCC agreed to a request from the House Interstate and Foreign Commerce Committee to delay implementation of the pay TV plan until after Jan. 30, 1970.

The group also lobbied against extension of the minimum wage to theater employees on grounds owners would have to dismiss part-time help working below the base wage.

Citizens Committee for Postal Reform. The committee, initiated last year as the Citizens Committee for a Postal Corporation, Inc., by former Postmaster General Lawrence F. O'Brien and former Sen. Thruston B. Morton (R Ky., 1957-68), reported spending \$83,951 in 1969 to lobby for reorganization of the Post Office Department.

The committee reported \$37,518 in salaries in 1969; \$24,518 for public relations and advertising, largely newspaper advertisements and the expense of their preparation; \$5,747 in its own printing expenses; and \$13,164 in office overhead.

The group initially backed postal reform embodied in the Administration bill (HR 11750) creating a postal corporation, but a spokesman said the committee was "not unhappy" with proposals setting up an independent postal agency.

Another spokesman said the committee generally favored the combination 8-percent pay raise and reorganization bill (HR 17070) now in conference, with preference for the House version of postal rates and pub-

lic service sections. That bill would turn the Post Office into an independent corporation-like structure to be run by a nine-member commission appointed by the President (*Weekly Report p. 1290*).

The spokesman said that once such legislation is enacted, the committee will disband.

O'Brien, still listed as reform committee cochairman, is also chairman of the Democratic National Committee. Postal Reform cochairman Morton was chairman of the Republican National Committee, 1959-61.

Railway Clerks. The Brotherhood of Rail, Airline & Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-CIO) reported less lobby spending in 1969, dropping to \$80,985 from \$93,456 in 1968.

The union successfully backed railroad retirement legislation making permanent a supplemental annuities program and providing an excise tax on railroads to cover its cost beginning April 1, 1970 (HR 13300—PL 91-215). Also in the law was a provision providing a mandatory retirement at age 68 and by 1973, at age 65. (*Weekly Report p. 733*)

Another retirement bill (HR 15733), in conference in mid-July, had the union's support in 1969. It would temporarily raise railroad retirement benefits by 15 percent and increase the interest rate on the obligations in which railroad retirement funds are invested. The benefits increase would expire on December 31, 1971, in the House version and on July 1, 1972, in the Senate version.

A union spokesman said the union also backed airline safety and general labor and consumer legislation.

American Trucking Associations Inc. The organization representing 50 state trucking associations and 13 trucker conferences, cut its reported lobby spending from \$121,399 two years ago to \$65,757 in 1969. The ATA dropped from sixth-largest spender to 20th.

The ATA strongly supported a bill (HR 11870) to increase the weight and width limits of trucks using interstate highways, but the legislation has not been reported out of committee. The group sought the same limits increase in 1968 without success.

Liberty Lobby. The group reported 1969 spending at \$61,009. It ranked 24th among lobby spenders, compared with 1968 when it was 16th.

The 240,000-member lobby group, in an active year a legislative aide viewed with "guarded enthusiasm," supported authorization and appropriations for the antiballistic missile system (ABM); the Whitten amendment to the fiscal 1970 Labor-HEW appropriations bill (HR 13111) to allow "freedom-of-choice" school desegregation plans; and the Murphy amendment (rejected in conference) to a bill (S 3016) extending the Office of Economic Opportunity two years. The amendment would have given Governors the power to veto legal services projects in their states.

The Liberty Lobby opposed measures raising the Federal debt ceiling to \$365 billion (HR 8508—PL 91-8); changing the name of the House Committee on Un-American Activities to House Internal Security Committee (H Res 89—approved); extending provisions of the National Labor Relations Act to farm workers (S 8); extending the income tax surcharge six months (HR 13270—PL 91-172); and extending the Voting Rights Act of 1965 for five years (HR 4249—PL 91-285).

The group supported the nominations of Clement F. Haynsworth Jr. as Associate Justice of the Supreme

Court (rejected) and Otto F. Otepka to the Subversive Activities Control Board (confirmed). It opposed the nomination of James E. Allen Jr. as Commissioner of Education and Assistant Secretary of Health, Education and Welfare (confirmed). Allen was fired by President Nixon June 10, 1970, after remarks by Allen critical of Administration positions on education policy and school desegregation and the Presidential decision to invade Cambodia. (*Weekly Report p. 1515*).

Independent Businesses. Reported spending dropped from \$102,445 in 1968 to \$75,528 in 1969 for the National Federation of Independent Business Inc., representing 275,000 small businessmen and professionals.

The federation strongly supported an amendment, dropped in conference, to the Tax Reform Act of 1969 (HR 13270—PL 91-172) which would have provided small businessmen with a maximum \$1,400 savings. The amendment was to maintain the investment credit of 7 percent for investment up to \$20,000. The Administration opposed the amendment as representing an estimated long-run revenue loss of more than \$700 million a year.

The federation supported several bills (HR 13244, HR 14346, S 721) to restrict mailing of unsolicited credit cards. No action was taken on the bills in 1969, but the Senate passed its credit card bill April 15, 1970, (*Weekly Report p. 1102*).

National Farmers Union. The organization reported lobby spending of \$73,264 in 1969. The union took a leadership role in a 24-member farm coalition seeking permanent extension of the 1965 Food and Agriculture Act, due to expire at the end of calendar 1970.

The coalition bill, the Agriculture Stabilization Act of 1969 (HR 14014, S 3068), was one of three major proposals before the House Agriculture Committee at session's end last year. A rewritten bill (HR 18546) was reported (H Rept 91-1329) by the House Committee July 23.

Another major issue, still unresolved, was food stamp reform as supported in S 2547, which passed the Senate Sept. 24, 1969. The bill would give free stamps to the neediest of the poor. No legislation has emerged from the House Agriculture Committee.

The NFU lobbied successfully for extension of the agricultural conservation and school lunch programs in the 1970 agricultural appropriations bill (HR 11612—PL 91-127). The Administration had recommended both programs be terminated.

Postal Supervisors. The National Association of Postal Supervisors filed lobby spending reports totaling \$68,365 in 1969, nearly double the figure for 1968.

President Fred J. O'Dwyer said the increase stemmed from revised bookkeeping procedures which included reporting additional expenses under the Federal Regulation of Lobbying Act, and from two legislative conferences the association conducted in Washington.

O'Dwyer said both conferences, which brought several hundred of the association's 35,000 members to Washington, were attempts to ensure that the association would have "consultative rights" in its relations with the proposed postal service.

A plan for an independent postal service, which includes an 8-percent pay raise and collective bargaining for nonexecutive postal employees, is a part of HR 17070. The bill was in conference in mid-July.

O'Dwyer said the association had been opposed to any postal reform plan that would change the Post Office from a department of the Executive Branch to a Government agency, as HR 17070 and the Administration corporation plan would do.

Backing the idea of postal reform in general, O'Dwyer said his association favored a restructuring of funding and financing within the existing Post Office Department. O'Dwyer said that while both versions of HR 17070 provide for recognition of the Postal Supervisors as an organization, he has no assurance that the proposed new Postal Service would respond to Postal Supervisors' positions on wages, fringe benefits, employee-management relations, grievances and appeals.

The association also supported legislation affecting retirement, life insurance and health and hospitalization benefits in 1969.

Farmer Cooperatives. The National Council of Farmer Cooperatives, a group of 100 of the largest regional agricultural cooperatives, reported spending \$62,496 in 1969. The membership represents about \$5 billion a year in total combined sales, public relations director Russ Tall said.

The council successfully sought deletion of a section of the Tax Reform Act of 1969 (HR 11750—PL 91-172) that would have increased the cash which cooperatives must pay out each year in order to deduct such payments from their Federal income tax. Instead of the presently required 20 percent, a cooperative would have had to pay at least 50 percent of its refund in cash—20 percent within the same year, 30 percent over a period of years.

Tall said the council's other legislative interests included import quotas, under consideration in the House Ways and Means Committee in mid-July; transportation, regarding freight rates; and pesticide control.

Federal Employees. The National Federation of Federal Employees, with about 100,000 members and representing an additional 90,000 on an exclusive recognition basis, reported spending of \$61,269 to lobby in 1969.

Benn Hinden, legal counsel, said the federation backed legislation (HR 13008—PL 91-216) which established a separate unit within the Civil Service Commission to prepare a job evaluation and ranking plan for all Federal position classifications. (*Weekly Report* p. 734)

The law did not go as far as the federation had wished. In testimony before the House Post Office and Civil Service Commission, federation president Nathan T. Wolkimir said the Commission had performed inadequately on position classification. He suggested the bill be amended to "establish more specific guidelines...and to place the Commission in a more restricted role." (1969 *Almanac* p. 428)

The union successfully supported legislation (HR 9825—PL 91-93) to strengthen the financing of the Civil Service Retirement and Disability Fund and to liberalize some benefits available under the fund. The union has sought enactment of legislation (HR 10000, HR 11000, HR 12124) revamping Federal pay schedules, including provisions to make cost-of-living increases automatic. Another bill (HR 12823) would establish a procedure to readjust public employees' salaries annually to keep them comparable with private industry

269 Lobby Groups List Their Spending for 1969

Business

Ad Hoc Committee for the Construction Industry	
Advancement Funds	None
Aerospace Industries Association of America Inc.	\$26,450
Aircraft Owners and Pilots Association	None
Air Traffic Control Association	None
Air Transport Association of America	23,344
American Association of Fund Raising Counsel Inc.	1,500
American Committee for Flags of Necessity	None
American Gas Association Inc.	None
American Hotel & Motel Association	None
American Industrial Bankers Association	6,600
American Institute of Merchant Shipping	22,626
American Insurance Association	49,661
American Landowners Association	400
American Life Convention	474
American Maritime Association	854
American Mutual Insurance Alliance	2,372
American Paper Institute Inc.	None
American Petroleum Institute	42,919
American Pulpwood Association	None
American Short Line Railroad Association	2,897
American Society of Travel Agents Inc.	476
American Stockyards Association	3,900
American Textile Machinery Association	None
American Textile Manufacturers Institute Inc.	52,267
American Trucking Associations Inc.	80,896
American Unsubsidized Lines	25,206
American Waterways Operators Inc., The	14,836
Arkansas Railroad Association	92
Associated Credit Bureaus Inc.	25,276

Associated General Contractors Inc.	13,600
Associated Railroads of New Jersey	350
Associated Third Class Mail Users	2,719
Association of American Railroads	43,811
Association of Broadcasting Standards	None
Association of Japanese Textile Imports Inc.	4,000
Association of Mutual Fund Plan Sponsors Inc.	42,582
Association of Oil Pipe Lines	1,155
Association of Western Railways	990

Breakdown by Category

The 269 organizations that reported lobby spending for 1969 included six main types of organizations. Spending totals by category are listed below.

Category	Number Reporting	Amount Reported
Business	143	\$1,832,828
Citizens	57	850,434
Employee and Labor	30	1,333,326
Farm	16	430,679
Individuals	1	1,468
Military and Veterans	6	128,760
Professional	16	537,214
	269	\$5,114,709

Friends Committee on National Legislation	44,473
International Economic Policy Association	22,589
Japanese-American Citizens League	960
Legislation for Animal Welfare Inc.	1,070
Legislative Action on Smoking & Health	1,310
Liberty Lobby Inc.	79,927
National Association for the Advancement of Colored People	48,817
National Association of Polish Americans Inc.	None
National Association of Railroad Passengers	17,720
National Association of Single Taxpayers	1,299
National Association of Social Workers	3,000
National Committee to Abolish HUAC/HISC	6,506
National Committee for Research in Neurological Disorders	5,000
National Congress of Parents and Teachers	750
National Cystic Fibrosis Research Foundation	6,000
National Housing Conference Inc.	95,562
National Multiple Sclerosis Society	3,199
National Reclamation Association Inc.	11,034
National Rehabilitation Association Inc.	5,001
National Rural Electric Cooperative Association	3,321
National Tax Equality Association	7,052
National Telephone Cooperative Association	6,423
Nationwide Committee on Import-Export Policy	34,534
Potomac Basin Federation	342
Research to Prevent Blindness	3,000
Rural Small Town, Small City Coalition	9,171
Single Persons Tax Reform Lobby	931
Six Agency Committee (public water agencies in Southern California)	12,180
Society for Animal Protective Legislation	14,211
Trustees for Conservation	918
United Cerebral Palsy Associations	5,767
Universal Exchange, The	1,571
Urban Coalition Action Council	648
War Singles (not War Widows)	782

Employee and Labor

Amalgamated Association of Street, Electric Railway & Motor Coach Employees of America (AFL-CIO)	26
Amalgamated Transit Union, (AFL-CIO) Division 689, (District of Columbia)	None
AFL-CIO (national headquarters of the American Federation of Labor-Congress of Industrial Organizations)	184,938
AFL-CIO Government Employees Council	20,797
AFL-CIO Industrial Union Department	28,907
AFL-CIO Maritime Committee	25,730
American Federation of Musicians (AFL-CIO)	10,833
Atlanta Committee for DRIVE (Teamsters)	22,410
Brotherhood of Painters, Decorators & Paperhangers of America (AFL-CIO)	7,300
Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-CIO)	80,985
Canal Zone Central Labor Union & Metal Trades Council (AFL-CIO)	3,680
Commercial Telegraphers' Union International	None
Employee Relocation Real Estate Advisory Council	4,892
International Association of Machinists & Aerospace Workers (AFL-CIO)	2,019
International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America	42,801
International Hod Carriers, Building and Common Laborers Union of America	32,259
International Union of District 50	3,270
Junior Order of United American Mechanics, National Council	17

Labor Bureau of the Middle West	None
Labor-Management Maritime Committee	24,113
Laborers' Political Action League	8,697
National Association of Letter Carriers (AFL-CIO)	295,970
National Association of Postal Supervisors	68,365
National Council of Naval Air Stations Employees Organizations	1,048
National Federation of Federal Employees	61,269
National Rural Letter Carriers Association	22,658
Organization of Professional Employees of the U.S. Department of Agriculture	3,161
Railway Labor Executives Association	86,286
Retired Federation of Civil Service Employees of the U.S. Government	40,068
United Federation of Postal Clerks (AFL-CIO)	250,827

Farm

American Farm Bureau Federation	146,337
American National Cattlemen's Association	3,554
Associated Dairymen Inc.	590
Forest Farmers Association Cooperation	365
Maryland State Fair and Agricultural Society Inc.	535
Midland Cooperative Dairy Association	None
National Campaign for Agricultural Democracy	15,415
National Council of Agricultural Employees	16,673
National Council of Farmer Cooperatives	62,496
National Farmers Union	73,264
National Grange	37,400
National Independent Dairies Association	899
National Livestock Feeders Association	21,048
National Milk Producers Federation	27,374
National Wool Growers Association	20,679
Plains Cotton Growers Inc.	4,050

Individual

Daniel S. Bedell	1,468
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Military and Veterans

American Legion	114,609
Disabled American Veterans (National Service Headquarters)	1,365
National Association of Uniformed Services Reserve Officers Association of the United States	2,408
Retired Officers Tax Credit Committee	None
Veterans of World War I, USA Inc.	423
	9,955

Professional

Actors' Equity Association	5,000
American College of Radiology	5,863
American Dental Association	20,668
American Hospital Association	53,039
American Medical Association	91,355
American Nurses Association	30,562
American Optometric Association Inc.	17,610
American Podiatry Association	3,068
American Society of Consulting Planners	4,500
American Veterinary Medical Association	506
American Vocational Association Inc.	750
Association of American Physicians & Surgeons Inc.	2,000
National Committee for the Recording Arts	139,726
National Education Association, Office of Government Relations and Citizenship	97,537
National Federation of Business and Professional Women's Clubs Inc.	10,608
National Society of Professional Engineers	54,422

NAMES FROM RADEMACHER OFFICE

12-19-69

members

✓ J. Stanly Lewis, Vice President of Letter Carriers - EX 3-4695 210,000

✓ Monroe Crable, Pres. Nat. Assoc. of Post Office ST 3-5767 10,500
and General Service Maintenance Employees

✓ Lonnie Johnson, Pres. Nat. Assoc. Mail and Letter Carriers, RE7-8066
JAMES LAPENTA, Watchmen, Messengers and Group Leaders 20,000
LIAISON

✓ Michael C. Cullen, Pres. Nat. Assoc. of Special Delivery DI7-6971
Messengers 2,500

✓ Chester Parrish, Pres. Nat. Fed. of Post Office Motor ST 3-4366
Vehicle Employees 10,000

✓ Francis S. Filbey, Pres. of Fed. Postal Clerks ME8-2304
LEG. DIR. PATRICK J. NIXON 170,000

✓ David Silvergleid, National Postal Union 783-5177
80,000
10,000
90,000

Herbert Alfrey, Pres. Nat. Rural Letter Carriers Assoc.
(40,000 members) 40,000

Telephone message to each of the above. 12/19/69

Mr. Colson, Special Counsel to the President

Mr. Cashen, Deputy Assistant to the President
(name)

would like to have ~~them~~ join them for a meeting this afternoon

at 4 p.m. to discuss the Postal Bill. Please let me know so they

can be cleared by guard at White House.

CWC and Henry Cashen met with the above group at the time stated and
discussed the Postal Reform Bill.

August 13, 1970

NALC

MEMORANDUM FOR THE FILES

SUBJECT: WILLIAM C. DOHERTY

AGE-- 67

BACKGROUND:

- 1) Ambassador to Jamaica during the Kennedy Administration;
- 2) Former President of the National Association of Letter Carriers;
- 3) Vice President Emeritus of the ALF-CIO;
- 4) Presently runs the Retirement Village of the National Association of Letter Carriers.

ADDRESS:

NALCREST, Florida

cc: Chuck Colson ✓

July 28, 1970

Dear Jim:

As you will see from the attached we went all out for your friend Dr. Brown, but I gather he decided that he would prefer to stay where he is.

I wish you'd hurry up and get the job done so that we can have our long awaited celebration.

Best personal regards.

Sincerely,

Charles W. Colson
Special Counsel to the President

Mr. James H. Rademacher
President, National Association of
Letter Carriers
100 Indiana Avenue, N.W.
Washington, D.C.

MEMORANDUM

THE WHITE HOUSE
WASHINGTON

July 23, 1970

MEMORANDUM FOR CHARLES W. COLSON

Because of Rademacher's interest, I went all out on Dr. J. Cudd Brown with whom I have had many, many conversations. As a result, he was offered a position at Peace Corps (approx. \$25,000 -- a very good rate for the Peace Corps), but turned it down because it wasn't as much as he earned as a college professor plus his outside consulting fees. AID was considering him seriously and having discussions with him for a higher paying job, but I was informed today that he has withdrawn himself from consideration because of problems of his wife's health, and will remain at the University.

A handwritten signature in blue ink, appearing to read "G. T. Bell", with a stylized flourish at the end.

George T. Bell

NALE
NCTU

/ Raddowacher file -
+ Postal Reform issue P. 6

12/8/69 Telephone message from Paul Carlin, Post Office, that
"perhaps the President could use for Press Cpnference tonight:

A major effort of this Administration is its emphasis on reform,
and I refer to major reforms and not piece meal reforms.

This morning, the Senate Post Office Committee reported out a
postal pay bill which only treats the surface problems of the Post
Office. The time has come for the Congress to squarely face the
question of total postal reform. Pay alone is not reform.

I have informed members of the Congress that treating these issues
separately is unacceptable. Those who are truly interested in the
welfare of the employees will see that these two vital issues, pay
and postal reform, must be considered together.

There is no need to delay this vital decision. Congress should act
promptly to join postal pay and postal reform so that the public at
large and the postal employees can both benefit from an improved
postal system.

NIXON PRESIDENTIAL MATERIALS PROJECT AUDIOVISUAL COLLECTION WITHDRAWAL RECORD

ARCHIVIST <i>JLH</i>
DATE <i>7/8/87</i>
ITEM NUMBER <i>2661-6</i>

MEDIUM/CATEGORY (CHECK ONE) ☐ MOTION PICTURE FILM ☐ SOUND RECORDING ☒ STILL PHOTOGRAPH ☐ VIDEO RECORDING	CONTROL NUMBER PA 78-2-2-12	ORIGINAL ITEM LOCATION
ITEM DESCRIPTION 1 B+W 9 1/2" x 13 1/2"	FILE GROUP WHSF:SMOF	
SUBGROUP CHARLES COLSON	CONTAINER NUMBER 88	
SERIES SUBJECT FILES	FOLDER TITLE NATIONAL ASSOCIATION OF LETTER CARRIERS	

SUPPLEMENTAL DATA - PROVIDE WHATEVER INFORMATION IS KNOWN ABOUT THE ITEM

TITLE/EVENT

PARTICIPANTS (INDICATE PERSONS FROM LEFT TO RIGHT)

PRESIDENT NIXON
JAMES RADEMAKER

GEOGRAPHICAL LOCATION OF EVENT

WH Oval Office

DATE OF EVENT Dec. 18, 1969	OTHER IDENTIFYING MARKS ON ITEM
CLASSIFICATION (CIRCLE ONE) U C S TS SCI OTHER	FILING INSTRUCTIONS: In the initial place within the file folder from whence item was removed, place original Audiovisual Withdrawal Record and an electrostatic copy of the removed item. An electrostatic copy of the Withdrawal Record and the original photograph should then be inserted into an appropriate size pH 8.5 envelope. Label the envelope in upper left-hand corner with both the control number and the item number, as for example: [PA 78-2-3/1], and then turn the envelope over to the audiovisual staff for further processing or archival storage
PRESERVATION	

12-19-69

NAMES FROM RADEMACHER OFFICE

members

- ✓ J. Stanly Lewis, Vice President of Letter Carriers - EX 3-4695 210,000
- ✓ Monroe Crable, Pres. Nat. Assoc. of Post Office ST 3-5767 10,500
and General Service Maintenance Employees
- ✓ Lonnie Johnson, Pres. Nat. Assoc. Mail and Letter Carriers, RE7-8066
JAMES LAPENTA, Watchmen, Messengers and Group Leaders 20,000
LIASION
- ✓ Michael C. Cullen, Pres. Nat. Assoc. of Special Delivery DI7-6971
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- Herbert Alfrey, Pres. Nat. Rural Letter Carriers Assoc.
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Mr. Colson, Special Counsel to the President

Mr. Cashen, Deputy Assistant to the President

(name)

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at 4 p.m. to discuss the Postal Bill. Please let me know so they

can be cleared by guard at White House.

CWC and Henry Cashen met with the above group at the time stated and discussed the Postal Reform Bill.

xxxxxxxxxx Colson & Cashen

December 19 69
White House

J. Stanly Lewis	4:00
Monroe Crable	"
(Lonnie Johnson	"=
(James LaPenta	"
Michael C. Cullen	"
Chester Parrish	"
(Francis S. Filbey	"
(Patrick J. Nilan	"
David Silvergleid	"
Herbert Alfrey	"

Roosevelt

Joan Hall

2353

December 9, 1969

ADMINISTRATIVELY CONFIDENTIAL

FOR: H. R. HALDEMAN
FROM: C. W. COLSON
SUBJECT: POSTAL REFORM

The fact that the Senate yesterday reported out a Federal Pay Raise Bill does not mean that we have failed to negotiate a compromise package with the unions. In fact, the unions tried very hard over the weekend to get Senator McGee not to report the bill out.

We have agreement in principle with the top union leader as to the reform package.

The postal unions, by the way, are not lobbying for the Senate Bill and, in fact, will make no attempt to override the President's veto. The reason is that they regard the pay raise as inadequate for postal employees and excessive for other Federal employees in view of the fact that Federal employees have already had a substantial raise this year.

This is just to let you know that the compromise plan I discussed with you Saturday is not off the track; in fact, it is going quite well. I will have for you tomorrow a draft letter which I would like to propose that the President send to postal union leaders and the Postmaster General.

bcc: Ken Cole, Ken BeLieu, Henry Cashen

December 3, 1969

ADMINISTRATIVELY CONFIDENTIAL

FOR: HENRY CASHEN
FROM: CHUCK COLSON
SUBJECT: POSTAL REFORM

I understand that Postal Reform comes within your wide ranging bailiwick. This is simply to keep you posted. Dan Hofgren and I are going to do some work with the Post Office Department and outside groups in an effort to get some steam built up behind the Postal Reform package and also to try and help with the Ray ~~Raise~~ Issue.

Anytime you would like to be filled in on what we are doing, give me a growl.

December 5, 1969

ADMINISTRATIVELY CONFIDENTIAL

FOR: H. R. HALDEMAN
FROM: C. W. COLSON
SUBJECT: ANSWER TO POSTAL EMPLOYEES' LETTER

I have been working with the postal employees groups on both the postal pay raise issue and, more importantly, the postal reform issue. As you know, several hundred thousand letters have been written to the President regarding postal pay, HR 13000.

I suggest for your consideration that it might be wise to have the President address a letter to all postal employees through the Postmaster General outlining his position on postal pay (in a positive way because, after all, he proposed it first), postal reform and its desirability for the employees and, incidentally, wishing them a Merry Christmas.

I have discussed this with Henry Cashen, who has the responsibility in Erlichman's office for the legislation, and he concurs that this would be a good idea.

I think it would be worthwhile for two reasons. First, I think it would have a very positive impact but, second, and perhaps more important, we have made so much of the President's receiving letters on Vietnam that if we ignore these letters we seem to be applying a double standard; that is, we welcome those in favor of us and ignore those against us.

TELEPHONE CALL

JAMES RADEMACHER, President, National Association of
Letter Carriers

RECOMMENDED BY: Chuck Colson and Henry Cashen

REASON:

Rademacher originally negotiated with
Colson and Cashen on a compromise
Postal Reform Bill. He then confirmed
his agreement to work for it in a meeting
with you in December.

Rademacher is President of the largest
postal union. He had to fight all of the
other postal unions who opposed the compro-
mise but he stayed with us all the way.
Without his sticking to his agreement and
without his very effective lobbying, the
Bill could not have been reported out of
Committee.

TALKING POINTS:

Thank him, congratulate him, and urge
him to work hard on the Senate.

MARCH 12, 1970

*Good Job
Chuck
Henry!*

*Don't Handover
Mrs. Udell
Ed Kennedy*

Don't Call

(Amn)
F
Strike folder

"Who-Will-Be-To-Blame?"

The 'no-strike' clause was established to insure the post office department of uninterrupted service of mail delivery. This clause was never intended to, nor was supposed to, be used as a weapon in which to deprive the postal workers of justifiable gains-or first class citizenry.

By imposing this tremendous handicap on the post office employees against bargaining for their rights-(in the interest of insuring uninterrupted mail service) - it synonomously becomes the departments responsibility and obligation to reward these employees with the same benefits that other employees- (both in civil service and private industry)- have been able to secure for themselves through the negotiating power of strike and/or job-action.

A fair and just treatment is what the postal workers depend on and expect from the department, as the 'employer's share of the obligation in keeping this 'no-strike' clause valid and possible-to insure the non-interruption of mail service.

However-by its unreasonable, unjust, and unconcerned attitude towards the welfare and working and living conditions of its employees, the postal department has violated its part of the obligation in making the 'no-strike' clause livable. Instead it is using this clause as a weapon in which to deprive the postal workers of justice.

Therefore-since this is not the purpose nor intent of the 'no-strike' clause, the postal department has unscrupulously mis-used, abused, and violated the true concept of this clause,-thereby making it invalid, useless, -and unworkable .

The department's refusal to recognize their responsibility and obligation to its postal working force has jeopardized the security that the clause was intended to insure, namely, uninterrupted delivery of mail service.

It now becomes the postal workers duty to protest en-masse against the departments completely irresponsible, unconcerned and short-sighted attitude and actions, which constitutes a complete violation of their share of the obligation, and thereby endangering the true content and concept of the clause-(insured uninterrupted mail service.)

In the event of the departments refusal to recognize or acknowledge the validity of any of the claims, statements and facts brought out in the preceding paragraphs, we must request that they agree to (as we certainly will) a 'binding' decision concerning this matter,-rendered by an impartial and neutral board.

A refusal of this last request will be proof that they do realize the validity of our claims,- yet will not act in any way to give us justice. It will be proof they insist on being sole prosecutor, judge, and jury, concerning our charges made against them, so they can vindicate themselves and prosecute us. It will be proof that they do not and will not consider us as first class citizens, entitled to the process of democratic procedure and the privileges and benefits of our American heritage.

cont'd.

"Who-Will-Be-To-Blame?"

An action of this sort on their part, -which would strip us of the basic rights of every citizen, - cannot, must not, and will not be tolerated. It should definitely and unequivocally convince us of the imperative urgency of a total Mass Protest Action - NOW, - while the rest of America is advancing in huge strides, and leaving us further and further behind.

They have left us with no other alternative. If we do not act NOW, - our opportunity will be lost, -probably forever. If we do have to act, - (in order to secure justice) - "Who-Will-Be-To-Blame?"

NOTE! : This letter written by a postal worker, -(who by observing and listening, is convinced) -expresses the pent up emotions of at least 95% of the postal working force of America. We are sick and tired of being continuously pummelled, while our hands are kept tied behind our backs. The other 5% presumably are content with, -(and so deserve), just what they have always had, and will receive in the future -- 'PEANUTS'.



LETTER CARRIERS PUSH LOBBY CAMPAIGN FOR HIGHER PAY

For the National Association of Letter Carriers (NALC), lobbying Congress is a matter of hard cash for its members.

Like other organizations of postal workers and federal employees, the NALC must go to Congress for pay raises, retirement benefits and changes in working hours.

The unique role of the NALC and other postal unions was described by the report issued by the President's Commission on Postal Reorganization (Kappel Commission) in June 1968:

"The postal unions, among the oldest and strongest in the American labor movement, differ sharply from those in the private sector. They represent workers forbidden by law to strike, and they exercise their primary influence not at the bargaining table, but with Congress, which determines pay, hours, benefits, job descriptions and other matters of direct concern to postal employees. Congressional petition takes the place of normal collective bargaining."

The NALC has spent most of 1969 fighting the Kappel Commission's major recommendation—creation of a Federal Government-owned corporation to handle the mails—while asking Congress to make postal workers' pay comparable to wages received in private industry.

To push for the pay raise bill, which also creates machinery for future increases to keep federal pay scales comparable to wage levels in private industry, the NALC has organized a lobby campaign featuring newspaper advertisements, post cards addressed to President Nixon and radio tapes.

If President Nixon vetoes the bill, the NALC plans to borrow \$1 million to buy television time and bring 15,000 postal workers and their families to Capitol Hill to persuade Congress to override the President's action.

The President threatened a veto in a letter read on the House floor by Rep. Gerald R. Ford (R Mich.), House Minority Leader, during debate on the bill.

Lobby Profile

Membership. The NALC has a membership "slightly in excess of 210,000," said J. Stanly Lewis, vice president. Members are organized in 6,536 local branches, each corresponding to the jurisdiction of one postmaster.

The NALC has branches in all 50 states, the District of Columbia and Puerto Rico, Lewis said. Branches in every state except Alaska belong to state associations indirectly affiliated with the national organization.

In addition to active letter carriers, the NALC includes former letter carriers who have gone into postal clerk or management positions, Federal Government employees of other federal agencies and between 12,000 and 14,000 retired letter carriers, Lewis said.

"We're the only employee organization that keeps its retired members as active members," Lewis said. "Be-

cause of this we're more interested than most in retirement benefits."

Financial Support. The NALC is financed by dues of \$16 per year paid by active letter carriers and \$7 per year by retired members.

About 167,000 members have their dues deducted from their paychecks, Lewis said.

Lewis estimated the total budget of NALC Washington headquarters at \$2,250,000 per year "We spend everything we take in," he said.

Lobby spending reports filed by the NALC with the Clerk of the House and the Secretary of the Senate listed total receipts from dues and assessments at \$2,090,430 for the first three quarters of 1969.

Officers. James H. Rademacher, 48, is president of the NALC. A former substitute carrier in Detroit, Mich., he held various branch and state association offices before becoming a full-time union official as an NALC field director in 1957-60. He served as NALC assistant secretary-treasurer, 1960-62, and as vice president, 1962-68, before his election as president at the NALC 1968 convention at Boston.

J. Stanly Lewis, 57, the vice president, serves as chief NALC negotiator with the Post Office Department on labor-management issues. He entered the postal service in Burbank, Calif., in 1940 and held local, state and national offices before election as vice president in 1968.

Other national officers are William T. Sullivan, secretary-treasurer, and J. Joseph Vacca, assistant secretary-treasurer.

Governing Board. Organization work of the NALC is supervised by a 24-member executive council made up of the president, vice president, secretary-treasurer, assistant secretary-treasurer, a 13-man executive board, the director of life insurance, director of health benefits plan, assistant director of health benefits plan and four trustees of the NALC insurance department.

All are elected at the national association's biennial convention. The next convention is scheduled for August 1970 at Honolulu, Hawaii.

The executive board includes the 13 field directors, one from each Post Office region, who operate from offices in their home cities.

The executive council is charged with carrying out resolutions adopted by each convention stating NALC positions. Each convention adopts about 300 resolutions, Lewis said.

Headquarters. The NALC owns a building and annex at the foot of Capitol Hill at 100 Indiana Ave. NW, Washington, D.C. The executive offices and life and health insurance staffs occupy part of the eight-floor building; the remainder is rented.

Lewis said a "conservative estimate" of the buildings' present value was \$3,500,000.

Insurance Programs. The NALC sponsors three voluntary insurance programs for members and their depend-

ents. Life insurance protection and sick benefits have been available since 1891 and 1905, respectively.

Since 1960, the Federal Government and the NALC have cooperated in a health benefits program. Lewis said the program has paid out \$35 million per year and covers 500,000 members and dependents.

The Government pays about 27 percent of the health benefit premiums, Lewis said, and each participating NALC member's share is deducted from his paycheck.

Retirement Home. The NALC owns and operates Nalcrest, a 500-unit retirement village for members at Lake Wales, Fla.

Lewis said the retirement facility, which was financed by a \$4.5-million Federal Government-insured mortgage, is not self-supporting. Rents are set below costs, he said, so the NALC makes up a \$2,000 to \$5,000 operating deficit each month.

Staff. The NALC has a staff of more than 200, not counting persons employed to maintain and operate the building, Lewis said. The health benefits department alone employs 125 persons, he said. Other employees include 35 in the association executive offices, 12 in the life insurance department and the 13 field representatives, three assistant field representatives and their secretaries.

Registered Lobbyists. Rademacher and Lewis are the only NALC registered lobbyists still active. Former Presidents Jerome J. Keating and William C. Doherty registered in 1951 but now do no lobbying, Lewis said.

"All of our people do some lobbying along the line," Lewis said, "but the only two who do lobbying in the category you have to file for are Mr. Rademacher and myself."

Lobby Spending. The NALC was 19th in total reported lobby spending for 1968 with \$63,797, a drop from \$133,877 in 1967. The letter carriers topped both totals during the first three quarters of 1969, reporting spending of \$179,428 for that nine-month period.

Lewis said the NALC reports 45 percent of his \$25,000 yearly salary and Rademacher's \$30,000 annual salary as lobby spending. It also reports 25 percent of the cost of publishing its monthly *Postal Record* and 50 percent of the cost of a weekly bulletin. Parts of expenditures for telephone and telegraph services, secretaries' salaries and other incidentals are reported, Lewis said.

Rademacher said lobby spending reports give an exaggerated account of NALC lobbying efforts.

"Frankly, I think we should be exempt from all this reporting," Rademacher said. "Under the Lloyd-LaFollette Act of 1912, we have the right to petition Congress. Nevertheless, we file complete reports."

Publications. The NALC's monthly magazine, *The Postal Record*, is distributed to all 210,000 members, Lewis said. The annual \$2.50 subscription price is included in the dues. An additional 2,000 to 2,500 complimentary copies go to all Members of Congress, Government agencies and the press, he said.

Lewis said between 10,000 and 11,000 copies of the weekly bulletin, a single-sheet summary of legislative developments, are sent to NALC branches to be posted on Post Office bulletin boards.

History. The NALC was formed in 1889 by letter carriers who met during the annual encampment of the Grand Army of the Republic in Milwaukee, Wis. After the first NALC convention in 1890 in Boston, Mass., letter carriers in 53 cities received charters in the association.

The NALC joined the American Federation of Labor, forerunner of the present AFL-CIO, in 1917.

Political Activity. Rademacher said the NALC relies on an active membership to exert influence on Members of Congress.

"Our political potency stems from the nature of the employment of our members," he said. "They go to every house in the nation every day."

"We preach politics to our members," he said. "We urge them to be politically active within the limits of the law. When a Congressman supports us, we urge our members to be friendly to him."

Rademacher denied that the NALC contributes to Congressional election campaign funds.

"We don't make any contributions," he said. "Our relationship with Congress is not financial. We can't afford it."

"This is not to say we don't go to dinners given for them," he added. "I don't mind parting with the necessary funds to go personally. And we invite certain Members who have supported us to our conventions. This is how we do it—not with money."

Rademacher said it was possible that individual NALC members and the association's National Ladies Auxiliary make contributions, but "we don't have any record of them."

Restrictions on political activities under the Federal Corrupt Practices Act of 1925 and the Taft-Hartley Labor-Management Relations Act of 1947 do not apply to the NALC or other Government unions, Rademacher said.

NALC members are prohibited from active participation in national politics by the Hatch Act of 1939. Rademacher said the association is asking liberalization of the restrictions placed on federal employees by the measure.

General Purpose. The NALC constitution says the objectives of the organization are "to unite fraternally all letter carriers and other employees of the U.S. federal establishment for their mutual benefit; to obtain and secure our rights as Government employees and to strive at all times to promote the welfare of every member; in conjunction with the Post Office Department and other departments and agencies of our Federal Government to strive for the constant improvement of the postal service and other Federal Government operations."

Legislative Interests

In its pursuit of such purposes the NALC is subject to restrictions imposed by Congress and the Executive Branch. Postal workers, like other Federal Government employees, are forbidden to strike, must petition Congress for pay raises, and have limited ability to bargain with management for redress of grievances.

Two of the NALC's major legislative goals for 1969, pay increases and postal reform within the existing Post Office Department, involve modification of the rules governing relations between postal workers and their employer, the Federal Government.

Postal Reform. The NALC opposes the Nixon Administration's plan to set up a Federal Government-owned corporation to run the nation's postal system. (*For Nixon Administration proposal, see Weekly Report p. 1034. For NALC position, see p. 1095.*)

In testimony before the House Committee July 17, Rademacher challenged claims that a postal corporation

would deliver the mails efficiently. He called the corporation plan's labor-management provisions "...an ugly little parody of true collective bargaining" that would take postal employees out of the Civil Service system and force them to bargain collectively for all pay and benefits without the right to strike or to appeal to Congress. (*Weekly Report* p. 1450)

As an alternative, the NALC supports a bill (HR 4), introduced by House Committee on Post Office and Civil Service Chairman Thaddeus J. Dulski (D N.Y.), to reform the postal service within the existing Post Office Department framework.

HR 4 includes a provision long sought by the NALC—"labor-management by law." Relations between the Federal Government and its employees now are governed by an executive order issued by President Kennedy in 1962. President Nixon Oct. 29 issued another executive order, effective Jan. 1, 1970, replacing the 1962 order and creating two boards of Executive Department officials to administer its provisions and settle deadlocked negotiations.

Lewis said the NALC and other postal unions want federal labor-management rules incorporated into law because legislation would be less subject to revision or repeal than an executive order. "An executive order can be superseded by another executive order or even canceled out," he said.

Thomas R. Kennedy, staff assistant to the House Post Office and Civil Service Committee Subcommittee on Postal Operations, said the decisions of labor-management machinery created by law could be appealed to the courts. An executive order cannot be appealed to the courts, he said.

Under HR 4, Kennedy said, postal workers "would stand at the bargaining table as equals rather than as supplicants."

In introducing HR 4 Jan. 6, 1969, Dulski said the bill includes provisions for compulsory arbitration, settlement of disputes by an independent Labor-Management Relations Panel and "clear-cut standards and guidelines for both management and labor in the field of employee-management relations."

The bill's provisions apply only to postal workers. Lewis said the NALC and other postal unions support alternative bills (HR 4803 and S 309) which would extend labor-management by law to all federal employees. The bills' provisions are nearly identical to the labor-management sections of HR 4, Lewis said.

The NALC also objects to provisions of Mr. Nixon's executive order requiring federal employee organizations to file financial disclosure reports. Federal employee unions are exempt from financial reporting requirements of federal labor laws. (*Congress and the Nation*, Vol. I p. 610)

Rademacher, in testimony Nov. 21 before the Senate Post Office and Civil Service Committee on S 309, asked that the bill be amended to permit postal workers to strike.

Rademacher told the Committee that while the NALC members "cannot afford to strike...we cannot afford to be denied the right either."

In addition, the NALC has challenged in the courts an existing law that requires federal employees to sign affidavits stating that they will not assert the right to strike against the Government or belong to an organization that claims the right to strike.

The U.S. District Court in Washington, D.C., Oct. 29 ruled that a portion of the oath violated the 1st Amendment to the Constitution. Employees still may be required to swear that they will not participate in any strike against the Government, although the NALC and United Federation of Postal Clerks plan to challenge this, too.

Writing in the December issue of *The Postal Record*, Rademacher praised the district court decision and declared:

"We have been forced to assert the right to strike by the shabby treatment that has been accorded postal workers over the past several years.Now that the U.S. District Court has acted and struck down the no-strike oath and we now have the right to express ourselves on the subject, we shall work unceasingly in the higher courts to gain the type of weapon necessary to combat negativism and handouts."

Pay Raise. The NALC's most immediate legislative interest is Senate approval of HR 13000, described by the NALC bulletin as "the pay bill of the century."

Despite an implied threat of a Presidential veto, the House Oct. 14 approved HR 13000. (*Weekly Report* p. 1996)

As adopted by the House, the bill gave most postal workers a pay raise totaling \$244 million yearly effective Oct. 1, 1969, and shortened the time required for Post Office employees to reach top pay levels from 21 to 8 years.

The bill also set up a federal salary commission to adjust Federal Government salaries to keep them comparable to wage levels in private industry and created an arbitration board to review pay proposals upon request.

Both Houses of Congress still would have to approve new pay schedules.

Other Interests. The NALC in 1969 also supported proposals to:

- Loosen the restrictions of the Hatch Act of 1939 on political activity by federal employees. (*Congress and the Nation*, Vol. I p. 1535)
- Increase the Government's contribution to the NALC health benefits program from about 27 percent of the total cost to 50 percent.
- Amend the Civil Service Retirement Act to increase annuities. President Nixon Oct. 20 signed into law increases acceptable to the NALC.
- Restrict the flow of obscene materials through the mails.

Pay Bill Lobbying

NALC officials have prepared an intensive campaign to win Senate approval for HR 13000 and, if necessary, to persuade both Houses to override a Presidential veto.

Advertising. Advertisements urging public support for enactment of the pay bill appeared Nov. 24 in more than 400 newspapers.

The advertisements, which ranged in size from one-eighth page to a full page, asked readers to clip and sign coupons urging President Nixon to sign HR 13000. (*See reproduction* p. 2510.)

Although the Senate Post Office and Civil Service Committee has not yet acted on the bill, the advertisements stated that Congress had passed the bill and sent it to the President.

— LOBBY LOG —

generally follow the leadership of the NALC and the United Federation of Postal Clerks, the two largest.

Some of the small independent unions that do not belong to the AFL-CIO fear that President Nixon's executive order and proposed labor-management laws will give an advantage to large unions such as the NALC and postal clerks by granting only exclusive national recognition to unions.

Under existing procedures, small unions unable to win national recognition can receive recognition to represent workers at the local level.

Lewis said the NALC cooperates with organizations representing Federal Government employees outside the Post Office when their interests are similar. Rademacher, he pointed out, is chairman of the AFL-CIO Government Employees Council, which includes all Government employee groups that are members of the federation.

On some issues, however, postal workers and federal employees pursue different aims. On HR 13000, for example, the American Federation of Government Employees supports the provisions setting up a wage commission and arbitration board but argues that the special pay raise for postal workers discriminates against other federal employees.

"We have the same objectives as other organizations," Rademacher said, "but we're a little bit more aggressive. We lead the way here, and they follow."

"If something doesn't happen in the postal service, there will be a strike," he continued. "Congress hears plenty from the postal service but they haven't heard anything from the federal service. We're asking for special consideration for the postal service—most of our members are men with families to support—but they're saying they should get the increase too."

"This bill came about as the result of our testimony on June 26," Rademacher said, "then the federal employees said 'us too.'"

Outlook

Rademacher termed 1969 "a very successful year" for the NALC so far. He cited a 13-13 tie vote in the House Post Office and Civil Service Committee that in effect defeated the Administration's postal corporation plan. (*Weekly Report* p. 1918, 1992)

"The corporation bill is one that has given us a headache," Rademacher said. "We campaigned very hard with the facts, not with finances. But we don't take credit for the tie vote...it wasn't a pro-union or anti-union vote."

The Administration still hopes to win approval for a corporation, however, and Senate Post Office and Civil Service Committee members Nov. 20 said Administration officials had offered to accept HR 13000 if it were tied to creation of a postal corporation.

In an executive session Nov. 20, the Committee commissioned Chairman McGee and Sen. Hiram L. Fong (R Hawaii), ranking minority member, to seek a compromise with Administration officials.

Rademacher objected to any "package deal" tying the pay raise to a postal corporation.

"Our people are bitter and feel ill-used," he said. "They do not believe that an agreement on a postal reform bill can be reached before Christmas, and I agree with them."

Mayors' Lobby. Mayor John V. Lindsay of New York City is attempting to organize an informal coalition of mayors from large cities to lobby Congress for legislation and appropriations of benefit to the nation's urban areas. Peter F. Tufo, director of New York City's Washington, D.C., office, said Lindsay's proposal was "intended to supplement already existing organizations...on an issue-by-issue basis."

Tufo said Lindsay had discussed his proposal with mayors of other major cities and would continue planning meetings of the National League of Cities Dec. 1-5 in San Diego, Calif., and the Urban Coalition Dec. 10 in Washington. Among issues of concern to the mayors are housing appropriations, welfare reform, federal revenue-sharing and federal aid to hospitals and mass transit systems, Tufo said.

School Funds. The AFL-CIO Nov. 21 called for a Congressional investigation of alleged abuse and misuse of federal funds for elementary and secondary schools.

In letters to Rep. Carl D. Perkins (D Ky.), chairman of the House Education and Labor Committee, and to Sen. Claiborne Pell (D R.I.), chairman of the Senate Labor and Public Welfare Committee Subcommittee on Education, AFL-CIO Legislative Director Andrew J. Biemiller said charges made in a recent report on the use of Title I funds under the Elementary and Secondary Education Act of 1965 were "sufficiently alarming" to require investigation.

ADA Response. Leon Shull, national director of Americans for Democratic Action (ADA), said Nov. 24 the Nixon Administration "is engaged in the most dangerous form of political polarization that this country has witnessed since the days of Joe McCarthy."

Shull, in a speech prepared for an ADA meeting in Atlanta, Ga., criticized Vice President Agnew's statements about the nation's news media and charged the Administration with a "calculated attempt to influence what the people are to be allowed to know."

Okinawa Return. Raymond A. Gallagher, commander in chief of the Veterans of Foreign Wars (VFW), Nov. 19 wrote President Nixon that his organization "strongly opposes the return of Okinawa to Japan's administrative control." (*Weekly Report* p. 2386)

League Officers. The United States Savings and Loan League Nov. 20 elected John H. Randolph Jr., Richmond, Va., to succeed Tom B. Scott Jr., Jackson, Miss., as president of the trade group. Lewis S. Eaton, Fresno, Calif., was elected vice president of the organization, which represents more than 5,100 savings and loan institutions.

Chamber Positions. The board of directors of the Chamber of Commerce of the United States Nov. 24 voted to support President Nixon's proposal to raise Social Security benefits by 10 percent. The board also supported the Administration's revenue-sharing plan, federal mass transit funds and stiffer laws to control organized crime.

The board opposed proposals to give exclusive representation of all consumer interests to one department or Government agency and bills to require broadcasters to sell time to the Federal Government or to political candidates at reduced rates.

MEMORANDUM

THE WHITE HOUSE

WASHINGTON

TO FILE:

RE: National Association of Letter Carriers

CWC meetings with Rademacher -- effort to get an agreement on pay and reform. Rademacher agreed to basic reform principles and claimed he was unable to sell Gail McGee, however, on waiting to report the two bills out together. I do think we are making considerable progress towards getting the agreement of the unions on postal reform as outlined in the attached.

December 12, 1969

TO: HENRY CASHEN

FROM: CHUCK COLSON

Please note Postal Reform point
raised in Hofgren's memo(attached)

THE WHITE HOUSE

WASHINGTON

December 3, 1969

TO: Chuck Colson

FROM: Dan Hofgren *dh*

RE: Airline Industry

Roger Doulens of PanAm was in to see me regarding the Postal Reform Bill. Apparently the Supplementals have tacked on an amendment giving the Postmaster General the authority to use Supplementals for mails even where a scheduled carriers serve, which is contrary to the existing law.

In the course of this discussion he mentioned that Larry O'Brien often used the airline industry in town for help on Republicans. Needless to say this was not the case with the Johnson Administration. The point being that they all worked even though it was for a Kennedy bill because of "certain favors" that would come their way later on.

I think this is a useful lesson.

Pay Rise Bill Appears Out This Year

By JOSEPH YOUNG
Star Staff Writer

It now appears that no government pay rise bill will be enacted into law this year.

Apparently, it will be at least the early part of next year before pay legislation is enacted by Congress and even then it will face the threat of a presidential veto.

While the Senate is expected to approve before adjournment this year the pay bill reported by its Post Office and Civil Service Committee, the House reportedly will not agree to accept the Senate version and will insist on going to conference. The House-approved bill is the more liberal one as far as postal workers are concerned.

There will be no time for a conference before adjournment this year — it cannot be held until at least the latter part of January.

When the Senate committee approved its pay bill (providing for a Jan. 1 pay increase of 4 percent for federal classified employees in the first nine grades and for postal clerks and letter carriers, 1 to 3 percent increases for employees in the middle and higher grades and a minimum 3 percent increase for all employees next

July 1) it hoped to get the bill approved by Congress this year.

This was based on the assumption that the House would agree to accept the Senate bill so that it could be approved in time for President Nixon to sign or veto it. If the President vetoed it, then Congress would have had a chance of overriding it.

But the powerful postal employe unions, bitterly disappointed in the bill, have persuaded the key members of the House Post Office and Civil Service Committee to request a conference on the bill.

* * * *

NIXON'S VETO PLANS — The postal unions acted after they learned that President Nixon would veto the Senate committee's pay bill even though it is considerably less liberal than the House measure.

Nixon reportedly conferred with his top advisers prior to his televised press conference Monday night and was prepared to announce, had he been asked the question, that he would veto the Senate committee's bill on the grounds that it was inflationary and that any pay raise should be coupled with a postal corporation measure. The question

was never asked the President.

Another reason the postal unions want no part of the Senate bill is that they have been bombarded with letters, phone calls and telegrams from their members urging that "they go for broke" and seek a more liberal compromise by having the House and Senate go to conference.

* * * *

STRATEGY — The unions feel that a House-Senate conference will produce a bill at least somewhat closer to the House measure, which provides for a 5.4 percent postal pay raise retroactive to last Oct. 1, a 5.8 percent average federal classified and postal employe raise in April and a speedup of postal in-grade pay adjustments starting next July.

Should this bill be vetoed, the unions would mount a campaign to override, and they feel that in an election year they would have a chance of succeeding.

If not, they would seek still another pay bill, this time tied to a postal reform measure although not providing for a postal corporation.

They feel that the administration is so desirous of postal reform, even if it isn't in the form of a postal corporation, that it would be agreeable to a more liberal pay bill.

Some key members of the Senate Post Office and Civil Service Committee feel the postal unions may be making a mistake. They declare that it would be better to try for a pay raise bill this year, and salary increases in January and July, rather than to take a chance on getting something better next year and winding up with less.

But the postal employe unions, which initiated the present pay-raise battle, say they would be betraying their memberships by settling for a bill that falls far short of what they feel would provide a decent standard of living for postal workers and their families.

The federal employe unions such as the American Federation of Government Employees did some skillful lobbying of their own in persuading the Senate group to come up with pay raises for federal classified employees that are more

liberal in most respects than those provided in the House bill.

But the angry postal unions appear to have the last word as far as rejecting the Senate committee's bill is concerned and deciding to take a chance next year.

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Warning signal on the railroads

Railroad bargaining may be in for some tough going if the industry tries to use the recent agreement with four shopcraft unions as the pattern for next year. By itself, the 5% basic wage increase granted the four maintenance and repair-work unions is not enough to satisfy the half-million railroad workers in 19 other unions involved in the current round of bargaining. Moreover, the carriers may be reluctant to offer the others even as much as they put into the shopcraft agreement—the extras used to buy rules changes.

John P. Hiltz, Jr., chief negotiator for the carriers, initially described the shop agreement as "a pattern for 1970," but later he indicated that the statement applied only to the basic wage settlement of 5% in 1970. It did not include the "new money" for 1969—retroactive payments and differentials—in the agreement.

Factors. To complicate the situation, the full-line rail unions that have set past patterns object to the shopcrafts taking over the role of pattern-setters for the industry. The four shop unions are the International Assn. of Machinists, International Brotherhood of Electrical Workers, Sheet Metal Workers' International Assn., and International Brotherhood of Boilermakers. Together, they represent about 48,000 railroad workers of the 600,000 under union contracts. Some 80% or more are skilled workers in jobs roughly parallel to skilled work in other industries.

A threat to strike by the four unions in October was averted by Railway Labor Act procedures that barred any stoppage for 60 days. When that time ran out last week, negotiations—finally making progress—continued until there was a settlement. Government leaders, helping out, called it "a triumph for collective bargaining," but it was more a desperate effort to avoid Congressional action.

The deal. The terms of the agreement, which must still be ratified, are somewhat deceiving: Evaluations of its size depend on which side does the figuring. The shop unions hail the agreement as providing an 18% increase in wages between January, 1969, and next August. The railroads consider it a good deal because it calls for a basic 5% wage increase in 1970.

The shopcrafts' old contract ran out

last January and terms retroactive to then call for increases that the railroads had on the bargaining table earlier this year plus, they say, some adjustments to make up for rules changes. Altogether, the average shop worker will get \$380 to \$400 in retroactive pay for the entire 1969 pay period. This is made up of a 2% increase going back to Jan. 1, 1969, and a 3% raise as of last July 1—a basic increase of 3.5% over the full year. In addition, the railroads agreed to pay a 5% skill differential to some 80% of shopcraft workers retroactive to last April 1. And, to get the settlement last week, they agreed to give another 10¢ an hour to everybody from last Sept. 1 and 7¢ more for the skilled 80% upon ratification of the contract. The raises would mean hourly pay of \$4 or more for all but a handful of the shopcraft group at the end of 1969.

New year. For 1970, the carriers agreed to the flat 5% increase, plus an additional 8¢ an hour (4¢ on April 1 and another 4¢ on Aug. 1) described as a "productivity" increase but given in lieu of the cost-of-living "escalator" payments demanded by the unions. This makes the total 1970 increase about 7%.

The shopcraft unions already had filed new demands for a 1970 contract before last week's settlement. They included a 20% raise from Jan. 1 and 15% more one year later and on Jan. 1, 1972, plus unlimited escalation based on changes in the government's Consumer Price Index. By industry standards, the new contract is a moderate settlement of these substantial demands.

Other union agreements made earlier in the year for contracts extending to Jan. 1, 1970, were for a pattern of 2% as of Jan. 1, 1969, and 3% more from July 1—basic terms incorporated in the shopcraft agreement. The carriers say that most of the additional money for the shop group is in return for several rule changes, including the right to assign "incidental work" across craft lines on a limited basis and to lay off workers temporarily without a 16-hour advance notice. They say the changes will permit "more effective use of our manpower" and will cut costs when sudden layoffs are necessary because of floods, storms, or other unforeseeable problems.

But the carriers stress that because the rule changes do not affect other unions, they consider that the basic 5% increase for 1970—or 7% with the cost-of-living alternative—is the "framework" for further settlements. However, other railroad unions with 12% to 15% wage demands on the table are eyeing the full amount and already have indicated that they do not intend to go along with "a diluted shopcraft pattern" without a hard fight that is likely to extend into mid 1970.



Letter carriers' James H. Rademacher says pay must go up—or mail will slow down.

Will the mail get even slower?

If you think the mail service is slow now, just see what happens if the federal government fails to meet the postal union's wage demands.

"If Congress and the Administration should decide that we're not worthy, then we can give them the kind of service they're willing to pay for," says James H. Rademacher, articulate president of the 210,000-member National Association of Letter Carriers (AFL-CIO). Rademacher says his men in blue are "patiently waiting to see if the legislative process is the answer."

What they want. The postal workers want a 5.4% pay increase retroactive to last October, creation of a federal wage commission, and a reduction of the length of service required to reach top pay. It now takes a carrier 25 years to reach the maximum of \$8,442 a year.

When other federal employees received 6.5% pay increases last July, postal workers got only 4.1%. Latest government compatibility studies indicate that federal workers will be due for 5.8% more next July.

Despite that, President Nixon has warned postal workers that he will veto any legislative proposal (one is now before Congress) that would give postal employees a "catch-up" increase of 5.4%; he insists it would be inflationary.

According to Rademacher, postal workers are not likely to do anything "drastic" until Congress has had a chance to pass their wage-increase bill and, if necessary, to override a Presidential veto. But if legislation does not bring the union the relief it seeks, then Rademacher says a slowdown could trigger "the greatest catastrophe that ever hit the postal service."

NALC

allowances to 15 percent and removal of the tax exemption on interest from state and local bonds.

ALA codirector Walter P. Reuther, president of the United Auto Workers, testified on behalf of the ALA in support of Social Security amendments Nov 12 before the House Ways and Means Committee.

Reuther's recommendations included an immediate 50-percent increase in current and prospective benefits, automatic adjustment of benefit payments to meet changing economic conditions, a Federal Government contribution to the Social Security system trust fund equal to amounts paid in by workers and by employers, and a comprehensive national health insurance program within the Social Security system.

National Association of Letter Carriers. (Represents about 210,000 members.) The association strongly opposed the Administration's postal corporation bill (HR 11750) because it would not authorize the unions to call a strike. Instead, the union backed HR 4, the bill being marked up by the House Post Office Committee. It also lobbied heavily for HR 13000, a pay raise bill for postal workers and other federal employees. Substantially different versions of the bill were passed by the House and Senate; conference action was put off until 1970. The group backed a bill (HR 9825—PL 91-93) to improve financing of the Civil Service retirement system, cleared by Congress Oct. 7. (1969 Weekly Report p. 2617, 1992, 1956)

United Auto Workers (UAW). (Now officially named United Automobile, Aerospace and Agricultural Implement Workers of America, represents about 1.8 million active and retired auto workers.) The UAW lobbied in 1969 for much of the liberal legislation considered by Congress. A spokesman said the union's most important legislative victory in 1969 was the Senate's rejection of the nomination of Clement F. Haynsworth Jr. to the Supreme Court. He said the UAW's most disappointing defeat was the Senate's adoption of President Nixon's antiballistic missile program (S 2546—PL 91-121).

Successful UAW lobbying campaigns were waged during the year for the Water Quality Improvement Act of 1969 (S 7, HR 4148), the Joelson Amendment adding \$894.5 million in education funds to the Labor-HEW appropriations bill (HR 13111) and the extension through fiscal 1974 of the programs of the Elementary and Secondary Education Act. The water quality bill passed both houses and was in conference at year's end.

The UAW lobbied unsuccessfully for the Cranston amendment to block the closing of 59 Job Corps centers and for a proposal which would have reduced from two-thirds to just over half the number of votes needed to choke off a filibuster in the Senate.

United Federation of Postal Clerks. (Represents about 170,000 members.) The postal clerks lobbied against the postal corporation bill (HR 11750) and for the Committee's bill (HR 4). The group worked for the postal employee pay raises included in HR 13000, and for the retirement bill (HR 9825). (1969 Weekly Report p. 2617, 1992, 1956)

United Mine Workers of America (UMW). (Represents 125,000 active coal miners.) The union was successful in achieving enactment of a bill (S 2917—PL 91-173) which strengthened almost every existing federal mine safety regulation and for the first time provided com-

pensation for victims of pneumoconiosis or black lung disease. The UMW would have preferred three safety provisions to be even more stringent. Where the bill required daily inspection of known dangerous gas-generating mines, the union favored permanent federal inspectors at mines known to give out excessive gas. As provided in the final legislation, the union supported a permissible coal dust level of 3 milligrams per cubic meter. The UMW would have preferred, however, to allow mine-owners only one year to conform to this standard. The union also fought for a one-year limit on the time allowed mine-owners to convert entirely to non-sparking equipment that would not ignite the methane gas present in mines, while the final legislation allowed up to six years.

The mine workers' union was "more than satisfied" with the provisions for compensation in the new law and with the pay guarantees for miners at mines closed under safety or health orders.

A UMW spokesman said the union had been aided by the AFL-CIO in the fight for a mine safety bill and, along with the larger union, had supported an increase in Social Security benefits. The UMW favored the Tax Reform Act of 1969 (HR 13270—PL 91-172) supporting the reduction of the oil depletion allowance.

Farm

American Farm Bureau Federation. (Represents 1.86 million member families.) The Bureau said it was difficult to assess the success of its efforts during 1969. The Bureau supported two bills (HR 9633, HR 11528) which would phase out acreage controls and subsidy payments in contrast to several bills sponsored by a 24-member farm group coalition which would make existing farm programs permanent (HR 14014 and others). The Bureau also offered new proposals concerning farm labor but, except for hearings, no action was taken in 1969.

The Bureau supported 10-year extension of the Great Plains conservation program (HR 10595—PL 91-118). It opposed the potato promotion and research bill (HR 2777) which was defeated by the House. It supported the "district plan" of electoral reform, opposing the direct election system (H J Res 681) passed by the House. The Bureau sought unsuccessfully to eliminate the 50-50 shipping restrictions on commercial shipments of grain to the Soviet Union and eastern Europe (HR 4293—PL 91-184). The group was interested in a number of provisions in the tax reform bill (HR 13270—PL 91-172), successfully supporting provisions which would clamp down on "hobby farmers" but unsuccessfully opposing changes in existing depletion allowances. Of principal concern to the group was retention of the investment credit, which was repealed in the final bill passed Dec. 22. (1969 Weekly Report 2638)

National Farmers Union (NFU). (Represents 225,000 farm families.) The organization's main lobby effort was concentrated on farm legislation. The NFU was a leading force in a coalition of 24 farm organizations seeking permanent extension of the 1965 Food and Agriculture Act—legislation due to expire at the end of calendar year 1970.

The coalition bill, the Agricultural Stabilization Act of 1969 (HR 14014, S 3068), was one of three major proposals before the House Agriculture Committee as

February 11, 1970

FOR: JOHN ROSE

FROM: CHUCK COLSON

We have been working closely with the National Association of Letter Carriers. Their support has been critical to the progress we have made on Postal Reform. The NALC filed a complaint on September 11th with the Federal Trade Commission arguing that the Independent Postal System of America, which is based in Oklahoma, had a misleading title and would cause public confusion with the U.S. Postal System. It seems to me that they have a legitimate point. I don't wish to become involved in the merits, however, but would like to know the status of the complaint at the FTC. I would appreciate your finding out where it stands and what action the FTC intends to take, if any, so that I can report back to the NALC. Obviously, we don't want to interfere in a regulatory agency's work but in view of our special relationship with the NALC, I would like to at least be in a position to give them information.

THE WHITE HOUSE
WASHINGTON

Complaint -

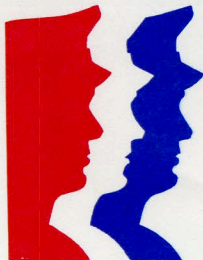
NALC Sep 5 11

Independent Postal
System of America
Oklahoma

Complaint with FTC

Memo to John
Rose

NEWS



NALC

NATIONAL ASSOCIATION OF LETTER CARRIERS
100 INDIANA AVE., N.W. • WASHINGTON, D. C. • 202/393-4695

Postal Reform

FOR RELEASE MARCH 3, 1970

OPEN LETTER TO MEMBERS OF CONGRESS

RE: Postal Pay Reform, Postal Service Reform

The National Association of Letter Carriers wants to make its position crystal clear relative to postal service reform and postal pay reform. Both issues are now a matter of concern of House and Senate Committees.

We are pleased that the House and Senate Committees on Post Office and Civil Service under the sterling and patient leadership of Representative Thaddeus J. Dulski and Senator Gale W. McGee respectively are about to decide the fate of the reform issue. We compliment both of these fine Committees for having taken the time to conduct exhaustive studies and debate the issues diligently and cautiously because of the serious aspect of changing the makeup of the Postal Establishment.

We have been what we consider to be the most vocal opponent of the idea to suddenly convert the Post Office Department to a Government Corporation. We have expressed ourselves before Committees and publicly on this issue pointing out our chief objections to an absolute corporation-type of postal service. Our concern is in these areas

(1) We feel that Congress should continue to at least oversee a postal establishment which concerns every citizen in our country. We feel that the Congress should at least be given the opportunity to be represented on any new management of the postal service and further feel that Congress should have the right to veto rate increases which it feels to be exorbitant and not in line with what is fair and just to the people it represents.

(2) We strongly feel that employees of any new postal service concept should be a part of Civil Service with mandatory rights under the United States Civil Service Retirement Act.

(3) There is no true collective bargaining without the right to strike, however, realizing the attitude of Congress on this subject, we feel some privilege short of the right to strike must be granted postal workers. We feel that the right to go to binding arbitration in the event all other channels are not successful in resolving impasses could be a suitable alternative to the right to strike. The time has come when Congress must relinquish governing the conditions of employment of postal workers who must be granted true collective bargaining rights similar to those that are enjoyed by labor in the private sector.

(4) We have always felt that postal revenues should be used for current operations. The Bureau of the Budget has never placed the Post Office Department on any priority list, hence, there have never been recommended the funds necessary to truly modernize and mechanize the postal establishment. Therefore, in addition to giving postal management the authority to use current revenue rather than appropriations, authority to sell bonds appears to be mandatory if we are to cope with the ever-increasing mail volume and if we are to continue to render service.

POSTAL PAY REFORM

One of the chief ills of the postal establishment today is the tremendous turnover. That turnover is said to be now exceeding 25% annually. The latest available figures indicate that about 170,000 postal workers were involved in the turnover in 1968. There are about 700,000 employees in the postal service today.

Undoubtedly the main cause of the turnover is totally inadequate pay and no true incentive with pay scales commencing in the postal service at less than \$3.00 hourly. With the only hope of achieving top wages being continuous service for 21 years, new employees and even those with several years of service do not consider this policy to be an inducement to remain in Government.

H.R. 13000 was approved by the House of Representatives in October 1969 by an overwhelming vote to (1) Provide for a two-step increase in wages of all postal workers, an amount equivalent to \$412 annually in the highly populated carrier-clerk level (5.4%), (2) The attainment of top pay following eight years of service and not 21, (3) The establishment of a Federal Wage Commission to determine future

pay adjustments with the right of arbitration in the event of disagreement. Following House action, the Senate disagreed with most of the provisions and approved (1) 4% pay increases for all Federal workers effective January 1, 1970, and (2) A minimum of 3% in July 1970. H.R. 13000 is currently in Conference and has been in that status since early December. We hope that it remains in Conference until meaningful postal reform which includes the original H.R. 13000 can be approved by Congress. Our reasons for this view are

(1) President Richard M. Nixon has personally assured this writer that he will be compelled to veto **any** version of H.R. 13000 which is reported by the Conferees. This is in line with his attempts to defeat inflation.

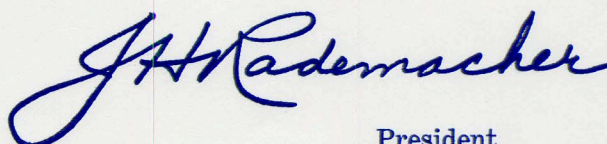
(2) At the same time President Nixon has assured this writer that he could sign into law the provisions of H.R. 13000 providing meaningful postal reform accompanies that measure when it arrives at his desk. He feels that the pay adjustments would not be inflationary since true postal reform could in his opinion eventually produce savings more than sufficient to offset the cost of the pay legislation.

CONCLUSION

It is not the purpose of this letter to argue the merits of converting the postal establishment one way or another. Our purpose herewith has been to attempt to relate to the Congress our sentiments concerning postal pay reform and postal service reform. Despite our strong objections to transforming the Post Office Department into a Government Corporation, we feel that we could live with the type of postal service described above—i.e., an "Authority" which would be managed by a Director General appointed for an unlimited term and who would not be a member of the President's Cabinet—a man who could use current revenue and sell bonds to modernize and mechanize the postal establishment, the inclusion of Members of Congress on any board of management on such an "Authority", the retention of Civil Service retirement and benefits for employees of the "Authority", true collective bargaining with fact-finding, services of the Federal Mediation and Conciliation Service, and subsequent binding arbitration, if necessary.

Although the urgency of pay legislation cannot be denied, we feel that the future of the entire postal service depends entirely upon the type of reform that Congress approves and the methods by which future wages, fringe benefits and working conditions shall be determined. **We cannot impress upon you strongly enough the urgency of enacting postal pay reform and postal service reform.** As the representative of more than 200,000 letter carriers in 6,500 cities, I respectfully urge your personal attention to these problems.

Very truly yours,



President

2/28/70

*Postal reform**Public Service
RATE
Compromise*

Add the following new subsection (e) to §1201

"(e)(1) Amounts computed as shown in paragraph (2) of this subsection (e) shall be considered public service costs of the Postal Service that should be borne by the public generally during the period prior to January 1, 1978. In addition to amounts otherwise authorized to be appropriated to the Postal Service, the amounts of such public service costs, as estimated by the Postal Service, are authorized to be appropriated for the use of the Postal Service.

(2) The amounts authorized to be appropriated by paragraph (1) shall be computed as follows.

(A) for the period from the commencement of operations of the Postal Service Authority through December 31, 1972, at an annual rate of ten percent of the total costs of the Postal Service for Fiscal Year 1972,

(B) for calendar year 1973, nine percent of such total costs for Fiscal Year 1973,

(C) for calendar year 1974, eight percent of such total costs for Fiscal Year 1974,

(D) for calendar year 1975, six percent of such total costs for Fiscal Year 1975,

(E) for calendar year 1976, four percent of such total costs for Fiscal Year 1976, and

(F) for calendar year 1977, two percent of such total costs for Fiscal Year 1977.

A Plea From Your Letter Car

Preservation Copy

SAVE

Preservation Copy



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Preservation Copy

SAVE OUR SERVICE

Your letter carrier is struggling against overwhelming odds.

For years we've done everything we can to get the mails delivered as promptly as humanly possible. We have regarded your letters, checks, post cards and packages as symbols of trust, knowing that in each daily round we carry the hopes and fears of millions of people.

We've faced the ancient perils of snow, rain, heat and gloom of night as well as dog bites, traffic, endless flights of stairs, and increasingly heavy burdens. We've done our part to maintain the honored traditions of our service.

Now we need your help.

As a result of short-sighted fiscal policies of the Bureau of the Budget, discriminatory pay scales and scandalous working conditions have reached the point where employment in the postal service imposes a sacrifice on postal workers that no citizen should be forced to bear in the ordinary course of events.

Wages of postal workers average thousands of dollars a year less than the amount determined by the United States Bureau of Labor Statistics as necessary for a "modest but adequate" standard of living.

To reach the top step of our postal pay scale takes up to 25 years of service . . . a goal most postal workers never reach. Over 90% of the letter carriers never rise above level 5 of the 21 level scale.

The rate of turnover among postal workers is nearly 10 times the turnover rate among factory workers—23 per hundred compared to 28 per thousand. That costs the postal service . . . and the taxpayers . . . over \$100 million a year in locating, hiring and training new employees.

To remedy these conditions and to achieve the kind of postal service Americans want and deserve, Congress has passed a bill. That bill is HR 13000 and is now before President Nixon for approval.

Here's what HR 13000 would do:



NO CORPORATION NEEDED

Postal reform is badly needed. The surest path to postal reform is through good postal pay. It cannot be achieved by turning the postal service over to a corporation that will simply put a new name on old practices. Postal reform is up to Congress. The Postal Service, however, should remain in the hands of the people through their elected representatives and not in the hands of a profit-motivated Board of Directors.

President Richard M. Nixon
The White House
Washington, D.C. 20500

Dear Mr. President:

Please sign HR 13000 and help save our postal service.

Name _____

Address _____

City _____ State _____ ZIP _____

Now we need your help.

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Here's what HR 13000 would do:

- Provide step increases equivalent to a 5.4% pay increase.
- Establish a Federal Wage Commission to determine future postal and federal pay scales.
- As of July 1970, provide for top pay scales after eight years of service instead of 25, thus increasing the incentive for postal workers to stay in the postal service.

Here's what you can do:

Please sign the coupon at the left and mail it to President Nixon.

That way you will help us and other organizations of postal workers who are now fighting to better their condition of life. We want to receive from our government employer the same treatment accorded, as a matter of course, workers in the private sector. We want to be paid as well as workers in similar jobs in private industry.

The simple fact is that postal reform begins with good postal pay.

President Nixon can take that first large step toward postal reform by signing HR 13000.

Postal wages are not inflationary.

Postal workers are the victims of inflation.

NATIONAL ASSOCIATION OF LETTER CARRIERS

Washington, D. C.

James H. Rademacher, President

l pay. It cannot be
ame on old prac-
the hands of the
Board of Directors.