

June 25, 1984

MEMORANDUM

TO: SAMUEL D. CHILCOTE, JR.  
FROM: PETER G. SPARBER  
RE: LABOR RELATIONS

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Organized labor plays a significant role in almost every Institute program underway or proposed.

According to Covington & Burling, federal law requires that a "labor-management" committee be established if Institute resources are to be provided to unions currently under or potentially under contract to our member companies. (Almost any union could be "potentially" under contract. Labor organizations such as the AFL-CIO are indirectly covered.)

The committee need not be complicated or cumbersome. Staff members from The Institute, the Tobacco Workers, AFL-CIO and other unions may serve as its membership. A charter prepared by Covington & Burling is attached for your review.

The committee will be necessary if we are to proceed with the two projects proposed by the Tobacco Workers:

- o Seminar on tobacco issues for representatives of the major unions representing workers in the industry. This project was proposed to Mr. Judge by Mr. Rondou of the Tobacco Workers.
- o Advertisement featuring a tobacco worker. This advertisement was reviewed and approved by the labor relations management of Lorillard and Brown & Williamson and was received favorably by Stan Scott of Philip Morris.

More detailed descriptions of both are attached.

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We view the committee as more of an opportunity than an obstacle. As you know, The Institute's relations with organized labor have not been particularly good in recent years. Our efforts to improve matters have been successful but limited. A committee of this sort will provide us with the flexibility we need to continue this important work.

If you agree, please advise us on how you would like to proceed with the various committees.

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Attachments

cc: Mike Kerrigan  
William Kloepfer, Jr.  
Chuck Merin  
John Rupp, Esq.

bec: Carolyn Evans  
Trish Milita  
Susan Stuntz

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