



WHITE COLLAR

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

No. 391

NOVEMBER-DECEMBER 1979



Kirkland Lauds Coughlin at Testimonial Banquet; Cites Union Dedication

Before an audience of over 1,000 labor, business, community and political leaders, Lane Kirkland, now President of the AFL-CIO, compared Howard Coughlin to George Meany, noting that both men single-mindedly gave decades of their lives to improve the lives of their members. Both have always been concerned with the national welfare and the major issues of their time.

The speech was delivered at a testimonial dinner held by Coughlin's friends and associates to honor the retired International President for his many years of devoted service. The dinner took place on October 12th at New York's Sheraton Centre.

In recognition that increasing unionization of white collar employees is the new frontier for labor, Kirkland praised the spearheading efforts over the past 26 years of Coughlin.

"Coughlin's leadership in the field of arbitration and mediation has been an outstanding contribution to the labor movement," the labor leader said.

More Praise

Kirkland was only one of many to pay special tribute to OPEIU's retired President. AFL-CIO President George Meany was honorary chairperson of the dinner; among the co-chairpersons were Senators Moynihan and Javits and 24 presidents of International Unions, including Cesar Chavez of the United Farm Workers, Thomas W. Gleason of the ILA, Frank E. Fitzsimmons of the Teamsters and Albert Shanker of the AFT.

John Kelly, OPEIU President and Local 153 Business Manager, movingly spoke of Coughlin's lifetime of dedication to union growth, good contracts, and improvement of the quality of life of all working people in the United States and Canada.

Membership of the OPEIU rose from 30,000 to the present 110,000 under Coughlin's leadership. As he thanked the assemblage for honoring him, Coughlin pointed out that the union's pioneering efforts in attaining flexitime and, in some instances, the four-day work week had been successful. He predicted that both innovations would gain increasing acceptance in the next five years.

Proceeds of the dinner were donated by Coughlin to the Lavelle School for the Blind in the Bronx. It is estimated that the school will receive approximately \$50,000.

1980 Marks 35th Year for OPEIU

OPEIU began as the Office Employees International Union, chartered by the American Federation of Labor in 1945, with only 22,000 members.

As of January 1980, OPEIU will have a membership of nearly 111,000, making it larger in size than 65 percent of the unions that make up the AFL-CIO. And, that's only the beginning.

Arbitrator Awards \$10 Million at Tennessee Valley Authority

Due to extensive research and union solidarity, OPEIU has concluded an arbitration hearing which resulted in an estimated \$10 million in salary gains for the 14,000 Tennessee Valley Authority employees.

International Representative W. Charles Harris served as spokesman for the Salary Policy Employee Panel—the coordinated bargaining group representing the TVA employees. Harris successfully argued the case which resulted in the arbitrator's award of 9.65 percent in wage gains. The arbitrator was convinced of the appropriateness of such an award over TVA's final offer of 6.57 percent.

TVA's 6.57 percent final offer implemented July 1, 1979 represented a \$14,986,000.00 increase in direct salary expenses. The Panel's overall 9.65 percent request directed by the arbitrator, will increase the direct salary expenses over last year to \$22,069,000.00. The additional direct salary dollars awarded to TVA employees amounted to \$7,083,000.00 for the period July 1, 1979 to June 30, 1980.

Dispute System

Harris reported that the parties use a last offer, last request system of arbitration as the means of resolving negotiating impasse. Under this procedure, the arbitrator must examine the parties final position in bargaining on each of the salary schedules, choosing the one that seems more appropriate, based upon all the facts and circumstances presented by the disputing parties. The theory of this type disputes resolution process is that bargaining will be enhanced because of the extreme risk for both parties in arbitration.

Harris speculated that the arbitrator had been swayed by a number of factors. The primary reason, however, appeared to center around the employees' arbitration loss in 1978. In those hearings the TVA had used the Wharton studies to show the employees would not lose to inflation by receiving the TVA's offer. The arbitrator based her decision in favor of TVA on those studies.

In the 1979 hearings, the Employee Panel was able

to demonstrate that although Wharton had predicted an 8.2 percent inflation rise, the rate had in actuality increased 11.4 percent. The employees had lost to inflation in 1978 and continued to lose in 1979.

In sum, Harris attributed the victory to selection of a knowledgeable arbitrator, efficient presentation of economic data, and—first and foremost—rank & file solidarity and support: "The victory does not belong to the few of us who were in the thick of battle, rather it belongs to us all. . . I salute everyone who contributed time, money, effort, good thoughts and well-wishes and together WE DID IT."

More Victories on Page 3

Goodwin Elected VP

Secretary-Treasurer Michael Goodwin has been elected a vice president of the International Union and a member of its Executive Board.

He succeeds Business Manager John Kelly, now president of the OPEIU.

A member of Local 153 for 19 years, Goodwin was employed at Seafarers International Union and was an active volunteer before joining the staff as an organizer.

He served as organizer and business representative until 1977, when he was elected secretary-treasurer.

CALL TO ACTION!

The Occupational Safety & Health Act of 1970 is under attack. A bill (S.B. 2153) has been introduced in the Senate Committee on Labor & Human Resources which would exempt about 90% of work places from safety inspections.

With hearings coming up fast in Jan., it is essential that locals write their senators to oppose this bill. All senators can be written at the Dirksen Senate Office Bldg., Wash., D.C. 20510.

Seasons Greetings

At this season your Executive Board would like to welcome into our ranks the additional thousands in the U.S., Canada, and Puerto Rico who have joined the OPEIU in the closing year.

We wish them and all our longtime members, active and retired, as well as OPEIU field representatives and staff employees at the International and local levels, sincerest seasons greetings and a bright and prosperous New Year.

William A. Lowe
Secretary-Treasurer

John Kelly
President

Arthur P. Lewandowski
Director of Organization

Billie D. Adams
J. O. Bloodworth
Romeo Corbeil
Michael Goodwin
Gerald D. Iushewitz

Vice Presidents
Kathleen Kinnick
Gary Kirkland
Harvey R. Markusen
J.B. Moss
Gwen Newton

Lida Ronches
L. J. Sheridan
Fred A. Trotter
William P. Wittal

Howard Coughlin
President Emeritus

Vice Presidents Emeritus

George P. Firth
Sarah E. Keenan

John B. Kinnick

Frank E. Morton
Edward P. Springman

WHITE COLLAR

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

JOHN KELLY
President

WILLIAM A. LOWE
Secretary-Treasurer

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



Published once every two months, by Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20006. Second class postage paid at Washington, D.C. (ISSN 0043-4876)
Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

Editorial

A Sinister Resolution

Big Business and the right-wing have resolved to defeat labor and workers in 1980-81. Encouraged by their victory against proponents of labor law reform, the right-wing in 1979 sought to destroy the Davis-Bacon Act, to cripple the Occupational Safety and Health Act, and to enact right-to-work-for-less laws in 12 states.

Thus far, we have been able to block such efforts. The anti-worker forces, however, are on the offensive and determined more than ever to see the destruction of organizing, collective bargaining, and majority rule of the workplace.

Big Business is now seeking a national right-to-work law in 1981. In order to obtain the needed votes they have allied to defeat labor's friends such as Senators Birch Bayh (D-Ind.), Frank Church (D-Idaho), Alan Cranston (D-CA), John Culver (D-Iowa), Charles McC. Mathias (R-Md.), George McGovern (D-S.D.), and Bob Packwood (R-Ore.).

Financing for campaigns against these labor-endorsed candidates will come from corporate, trade association, and right-wing PACs. According to Al Barkan, Director of the AFL-CIO Committee on Political Education (COPE), there were 1300 such groups in 1978 with \$55 million in political finances. "In 1980, the number of PACs will double to 2500 plus. There is no reason to doubt their funding will double."

The hope of workers lies in VOTE. We cannot possibly hope to match dollar for dollar with Big Business. But, we can help endorsed candidates to remain competitive with those supported by opposition PACs.

If enough members DO NOT contribute to VOTE—either through checkoff or a straight \$2 contribution—the signs are clear. We can expect in 1980 to see our friends in Congress defeated. If that occurs, we can expect in 1981 to see a national right-to-work-for-less law, the defeat of Davis-Bacon and OSHA, cutbacks in workers compensation and unemployment insurance, and a prohibition against public employee unionism.

Resolve now for the New Year to support the labor movement and your own rights in the workplace—Support VOTE and COPE.

* * * * *

"Fight for Your Union" is the theme of the COPE Area Conferences scheduled for 1980, beginning January 18-19 in New Orleans.

The conferences will deal in detail with the political assault against workers and their unions by the fast proliferating corporate, trade association, and right-wing political committees which, among them, are expected to have a \$100 million campaign war-chest for anti-workers, anti-union candidates.

A new COPE film on checkoff of voluntary political contributions by members will be shown; and COPE's registration, education and get-out-the-vote programs will be discussed. Members of Congress will address each of the conferences.

Conferences and states represented follows:

New Orleans, La., Fairmont Hotel, Jan. 18-19—Arkansas, Louisiana, Mississippi, Missouri, Oklahoma, Texas.

Atlanta, Ga., Hyatt Regency, Feb. 12-13—Alabama, Florida, Georgia, Kentucky, North Carolina, South Carolina, Tennessee.

Washington, D.C., Sheraton Washington, Feb. 29-March 1—Delaware, Maryland-D.C., Pennsylvania, Virginia, West Virginia.

Portland, Ore., Portland Hilton, March 11-12—Alaska, Hawaii, Idaho, Montana, Oregon, Washington.

Los Angeles, Calif., The Biltmore, March 14-15—Arizona, California, Nevada.

Denver, Colo., Denver Hilton, March 18-19—Colorado, Kansas, New Mexico, Utah, Wyoming.

Dearborn, Mich., Hyatt Regency Dearborn, March 24-25—Illinois, Indiana, Michigan, Ohio.

Minneapolis, Minn., Radison Downtown, March 28-29—Iowa, Minnesota, Nebraska, North Dakota, South Dakota, Wisconsin.

New York, N.Y., The Biltmore, April 12—New Jersey, New York.

Boston, Mass., Boston Park Plaza, May 12-13—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont.

Women Challenged to Take Lead in Unions at S.F. Conference

Kathleen Kinnick, OPEIU Vice President, both designed and chaired the October Women in the Work Force Conference held in San Francisco. The conference was organized for women trade unionists and union officials concerned about special problems of women workers and challenged women to assume a growing role in their white collar unions.

"The greatest task of the 1980s will be the mobilization of all of the forces of unionism in this nation to organize the white collar workers of America," John Henning, long-time member of OPEIU Local 3, emphasized in opening remarks.

Henning, who recently returned from a U.S.-sponsored tour of Europe, told more than 250 trade unionists, mostly women, that 90% of the white collar workers in Finland are organized, and 40 to 50% of the white collar workers throughout Northern Europe are organized, in contrast to 18% unionization in the United States.

The wages of these unorganized, and mainly women, workers lag behind those organized by an average of \$2,132 per year, he said.

Henning reviewed the role of women in the growth of the U.S. labor movement, a role destined to expand dramatically in the decades ahead, he said.

He pointed out that industries with a large number of women workers such as banking, real estate, and sales—all of which have experienced rapid growth in recent years—are still largely unorganized.

Indicative of women's interest in union activities was the popularity of the workshops to develop union skills. Seven were held on collective bargaining, two on effective communication, and one on organizing.

Kinnick reported that "most of those who participated in the simulated collective bargaining sessions had never had the experience



Kathleen Kinnick

of serving on the negotiating committees of their respective unions. Several, as a result of their workshop participation, expressed the view that it had provided a learning experience which gave them sufficient confidence to serve on a union negotiating committee at some time in the near future."

Kinnick said that she strongly believes women trade unionists must not only become more involved in the entire collective bargaining process but that women should also be assuming far greater responsibility and leadership roles in their locals, in all functions of the organization.

OPEIU delegates to the conference came from across the United States. Locals 3, 30, and 174 were particularly well represented; other OPEIU members attended as delegates from their respective central labor bodies. In addition, OPEIU Vice President Gwen Newton and Business Representative Reeva Olson served as resource persons for the collective bargaining workshops.

Union Groups Thank OPEIU for Aid

OPEIU Participates in J. P. Stevens Rally

The following letter of thanks was received by OPEIU from Jacob Sheinkman, Secretary-Treasurer of the Amalgamated Clothing and Textile Workers Union, for OPEIU's participation in a New York J. P. Stevens rally on October 11. The rally, a demonstration of union solidarity, was called to inform the public of Virgil Conway's dual role as a chief policy-maker and defender of J. P. Stevens and as Chairman and President of the Seamen's Bank for Savings.

The (rally) also served as a warning to the corporate and financial community, according to ACTWU's Corporate Campaign Director Ray Rogers, that anyone heavily involved in Stevens' interests will be held accountable for the unlawful anti-union, anti-human rights policies and actions of that company by growing segments of the labor movement and the public.

The letter reads:

On behalf of the Stevens workers and our union, I want to thank you for your participation in our October 11th Human Billboard concerning E. Virgil Conway's role with J. P. Stevens. This demonstration of support, coming one week after our election victory at the Stevens High Point, North Carolina plant, sent a clear message to the company that we intend to keep the pressure on until such time as it recognizes the legitimate rights of its workers.

Despite its public pronouncements calling for elections in all of its plants, Stevens in the High Point campaign demonstrated beyond doubt that its strategy of extreme hostility to union

representation and the law continues unabated. Shortly before the vote, two union supporters were fired. Also, the company led a one-legged man on crutches around the plant to inform workers that he lost his leg in a strike.

Your support and participation on October 11th was therefore timely and appreciated. Now, as we begin to make inroads, we will need it more than ever.

Thanks again for your help in this struggle.

Hurricane Victims Aided

In recognition of OPEIU's assistance to the Puerto Rican victims of Hurricanes David and Frederick, President John Kelly received the following letter:

Dear Brother Kelly:

Please accept my sincere appreciation for your generous cooperation in making the shipment of clothing, donated by the Santiago Iglesias Educational Society to the victims of Hurricanes David & Frederick possible.

I want you to know how very much your thoughtfulness at the time of need has meant to the Puerto Rican people, especially the working class.

I regret very much that I did not have an opportunity to thank you personally for your help, however, your kindness and your generous spirit of cooperation will always be remembered.

Sincerely and Fraternaly Yours,
RUBEN CALDERON, PRESIDENT
Central Labor Council,
San Juan, Puerto Rico

UNION VICTORIES REPORTED NATIONWIDE

Local 106 Wins in Arbitration

President Paul Bruno of Local 106 announced an award of backpay for 1,056 hours at overtime rates for the radiographers and support staff at Electric Boat of Groton, Connecticut. The local was able to prove to the arbitrator that Electric Boat had subcontracted in violation of its contract with OPEIU.

Bruno discovered, in April 1976, that Electric Boat had subcontracted a good portion of the work in preparation for shipment. The action was taken without notifying the Metal Trades Council, the collective bargaining agent affiliated with Local 106. A grievance was filed citing violations of the subcontracting and overtime clauses, and a make-whole remedy was demanded.

President Bruno reports that John Macione played an important role in winning this case. His research and computation of the hours required for the work were utilized to a great extent by the arbitrator in making his award.

Local 28 Signs First Agreement

Secretary-Treasurer William Taylor announced that employees of Union Housing Management voted overwhelmingly for OPEIU representation on April 30, 1979, and a three-year contract was subsequently signed by Local 28 of Chicago and the employer.

The agreement calls for a 14% compounded wage increase in the first year. The contract will be reopened for the purpose of negotiating wages during the final two years.

Taylor further reported that the number of paid holidays will double from six to 12 during the next three years, and a third week of vacation will be added after three years employment.

The new contract stipulates a cash bonus that will be paid annually to employees for accrued but unused sick leave in excess of 30 days and also provides major improvements in the employer-financed health and welfare plan.

Taylor was aided in these negotiations by Albert Lewis, Margaret Miller, and Margaret Taylor.

Local 30 Member Wins Job and Back Pay

Kaiser receptionist Jeraldine Bills is a member of Local 30 who is thoroughly convinced that belonging to OPEIU really pays off.

After taking Kaiser-Permanente of San Diego to arbitration over Bills' unjust discharge, Local 30 was able to have her reinstated. In addition, she was awarded \$21,872 in back pay.

Upon hearing of the arbitrator's decision, Bills said: "I am very glad to be back at work. I really don't know what I would have done without my union."

She gave special thanks to Representatives Velma Scott Upchurch and Bill Roberts and Vice President Gwen Newton who "believed in me" and gave Bills assistance throughout the proceedings.



Pictured left to right are Jeraldine Bills, Representative Bill Roberts, Vice President Gwen Newton and Representative Velma Scott Upchurch

Reduced Work Week and Wage Gains Highlight Contract

In their first agreement, the employees of the Teacher Federation's Credit Union in Golden Valley, Minnesota, have achieved a reduction in their 40-hour week to 37½ hours on October 1, 1979 and 35 hours on April 1, 1980. With an 8% wage gain during the one-year contract, the result is substantially higher hourly increases from pre-contract hourly wages.

Local 12, the bargaining agent, was also able to obtain a union shop, automatic wage progression, three extra holidays, and double time pay for Sunday and holiday work for the unit.

Business Manager H. R. Markusen was assisted in negotiations by Chief Steward John Swadner and Stewards Sue Chirhart and Joan Bush.

In addition to the new contract, Markusen announced the formation of a new unit at the Political Campaign Institute in Arden Hills, MN.

Local 14 Will 'Keep on Trucking'

Local 14, has convinced the Ocean County Board of Freeholders to preserve the right of 25 road department foremen to round-the-clock use of county trucks.

Democrats on the Board had moved to rescind the 24-hour assignment of trucks but lost the vote when the Republicans backed the county counsel's recommendations in favor of Local 14.

Gerald Iushewitz, OPEIU Vice President, testified before the Board that the county negotiator used county trucks as a bargaining tool to get the Union to agree to a smaller salary increase and the elimination of time-and-a-half overtime pay. It was apparently the first time the Board had been informed of these facts. The truck assignment does not appear in the contract.

County Counsel Frank Berry noted that "the assignment of county vehicles to union employees was a negotiated item which can only be removed through collective bargaining." He also said that the use of the trucks was a substantial benefit that cannot be removed without offering an exchange. Otherwise, Berry said, the county could be liable to a charge of negotiating in bad faith.

Local 106 Scores NLRB Victory

The OPEIU has won a significant victory for its members at Glass Container Corp. in Killingly, Connecticut. Although the unit is relatively small, approximately 20 employees, the rewards were great and vital union principles were sustained.

Although this unit was organized in 1975 and several contracts negotiated, the employer never fully accepted the unionization of his office staff by Local 106 and grudgingly came to the bargaining table.

In October, 1977 the union was forced to strike Glass Container Corp. because of the employer's adamant posture in negotiations. The employees maintained an effective picket line even in the face of the employer's hiring of numerous strike breakers. Other employer actions resulted in the filing of charges which soon turned the dispute into an unfair labor practice strike.

Local 106 subsequently received favorable rulings first from an Administrative Law Judge and then from the five-member panel of the NLRB in Washington, D.C. The company was ordered to reinstate the strikers with full back pay, negotiate in good faith, and fire the replacements to make room for the returning strikers. At this writing the parties are computing the amounts of money due the strikers in back pay and benefits.

Local 106 officers hailed the NLRB decision as a "tremendous" victory and congratulated the strikers for their persistence and solidarity in the face of serious obstacles.



Pictured left to right are Jack Langford, Rudella Taylor, Gloria Fontenot, Maritha Rosamore, Sayretha LeDay, and Billie Frazier

Southern Hospital Settles Contract

Jack Langford, Southwestern International Representative, welcomes back OPEIU Local 87 members to Lake Charles Memorial Hospital (LCMH) in Lake Charles, Louisiana after their strike for recognition.

The approximately 400-member unit has subsequently become one of the few hospital units of its size or larger in the South to achieve a signed agreement. In addition, LCMH agreed to reimburse the employees \$27,000 in back pay.

Significant Wage Increases Won in Movie Studios

In their first strike since 1946, 2,200 clerical employees represented by Local 174, achieved significant wage increases from the major Hollywood movie studios and film laboratories.

Wage gains of 27 percent during the contract life were ratified by the membership.

In addition, the employers will increase their contributions to the pension fund by 30 cents per hour. Good Friday was added as a holiday, and the service requirement for three weeks of vacation was reduced from ten to eight years. For the first time, the union achieved an expedited arbitration clause, according to Gwen Newton, OPEIU Vice President.

Newton said Local 174 members went on strike for 11 days when OPEIU was excluded from the general contract talks between the International Alliance of Theatrical and Stage Employees (IATSE) and the studios. Although OPEIU has participated in these negotiations for 30 years, this year the studios demanded that office workers negotiate a separate contract.

Newton said that OPEIU would again seek parity with IATSE when the contracts expire in August, 1982.

OPEIU Defeats Union-Busting Attempt

OPEIU Local 28 has won an NLRB decision of unfair labor practice charges against the Midwest Stock Exchange located in Chicago.

In an attempt to defeat the Union's organizing drive, the Exchange engaged in clearly illegal activities, according to William Taylor, Secretary-Treasurer of Local 28.

During the campaign, the company coercively interrogated employees about union sentiments and activities, maintained and enforced an invalid no-solicitation rule, directed employees to cease union activities, threatened employees with discharge, and placed suspected union activities of employees under company surveillance. The Stock Exchange also directed employees to stop giving out union literature and applied bulletin board privileges to prevent the posting of union literature while permitting other personal items to be posted.



from the desk of
**PRESIDENT
 JOHN KELLY**

A Foundation to Build On

The New Year, particularly the turn of the decade, is traditionally a time for prophecy. And, with no hesitation, I predict that the 1980s will witness many challenges to the union movement.

Long-standing goals such as the four-day work week and standard health and pension benefits, for example, are close to realization for many union members. But, to secure these goals and others, we will not only have to expand membership but also promote an awareness of the positive impact unions have on the lives of all people.

A Proud Tradition

Even as the OPEIU moves forward to meet the challenge of a new decade, I would like to look backward for a few moments at the foundation of proud achievements the labor movement has given us to build on.

Although OPEIU is one of America's youngest unions, its roots stem from a heritage that we can trace to Colonial America.

As early as 1828, workingmen's parties sprang up in many American cities to press for free public education, lower taxes, suppression of licensed monopolies, and the end of imprisonment for debtors.

Unions, as we know them today, evolved from these groups and from benefit societies, private organizations that helped widows, orphans, and disabled workers. Trade unionism clearly grew almost as much from a tradition of mutual aid as from a desire to bargain collectively.

Yet, when OPEIU received its charter from the AFL in 1945, only a handful of white collar workers saw themselves as part of this union tradition. Significantly, many OPEIU founders were from other labor unions or children of union families. They viewed the labor movement as a social tradition, a way of life that extends far beyond the bargaining table.

The power that OPEIU—a union that does not have the banner of a shared craft—had and still has to attract new members comes from the labor movement's proven history of social achievements. Even without the formality of a political party, unions have provided a political voice for workers, emerging as perhaps the most politically powerful interest group in the country.

The labor movement has pushed for national legislation that has established social programs once regarded as radical and now seen as American institutions—unemployment insurance, the minimum wage, social security disability insurance.

But, the labor movement has also repeatedly looked beyond the work place—expressing support for reforms only indirectly related to employment and the rank and file.

In the 1960s, for example, labor was in the front ranks of the march for civil rights and the war on poverty. The AFL-CIO gave its highest priority to enactment of the civil rights bill and medicare.

In local politics, the AFL-CIO has consistently pushed for public housing, urban renewal, mass transit, and improved public services such as water supply, hospitals, and sewage systems.

Nationwide and worldwide, unions have also devoted time and money to community causes—CARE, the United Way, the Red Cross, the Community Chest. The standards of union participation are evident everywhere. One-third of all blood donors are union members; one-quarter of all Boy Scout leaders are AFL-CIO members.

As I look back on American social history, I cannot think of one cause for good and for justice that labor has not supported.

A Cause for the 80s

Over 14 million Americans are now members of labor unions. But, millions more Americans, union members or not, have benefited from union-inspired programs.

Labor has traditionally been a cause for much good in America. And, I believe, labor can become the cause for the 1980s once this story is told.

The steady shift of the American work force to office employment forecasts a decade of almost unlimited potential growth for OPEIU. To recruit these new members and to promote the union cause, we must build on the foundations of the past—spreading the word among ourselves and among the public that to work for the union is to work for the community as a whole.

When Automation Threatens—

In the third part of a four-part series, the magazine *Interface* published by the AFL-CIO's Department of Professional Employees outlines the information needed and actions to be taken by unions faced with technological change.

When the union is convinced that jobs may be threatened by automation, it is imperative that certain information be gathered as soon as possible. Many employers have a penchant for pinning exotic titles on jobs that evolve from changes in technology. The idea, of course, is to remove the job from the bargaining unit's jurisdiction and have the full say in what job duties and the rate of pay should be. More often than not, though, the resultant job is one that really should remain in the bargaining unit, and the union should certainly have a right to represent the incumbent employee.

To help exercise that right, the union will need specific information such as:

1. What kind of work is being done on the equipment?
2. How much?
3. What kind of people are working on it?
4. What are the fringe benefits?
5. What are their pay rates and classifications?
6. Examples of the work to review.

This is the kind of information the union has a right to get from the employer. Unions must request this information directly, rather than go on a fishing expedition. We must make sure that every question is related directly to an interest that is relevant to the bargaining unit. We must openly state our concerns, not just list a bunch of questions. We have a right to this information to help exercise our role as the collective bargaining agent of the employees and as the enforcer and administrator of our contracts.

After the necessary information has been obtained, a first-hand review of the new equipment and the specific duties of the operator must be conducted. Is the new procedure merely an extension of the tools previously used by a bargaining unit member? Or, are new skills and functions involved which may cloud the issue? The union will need to know *exactly* what is going on.

If an employer has arbitrarily removed the job from the union's jurisdiction, an appeal to the National Labor Relations Board or other appropriate agency may be in order; or, utilization of the grievance procedure may produce a speedier and more rewarding result.

Regardless of the initial actions taken, it is now time to look carefully at the existing collective bargaining agreement with the aim of developing new and stronger protection for affected employees.

Creative Contract Clauses Needed

The effects of technology changes on workers and employers vary as to kind and degree. For workers they may alter incomes, hours and place of employment, seniority status, job security, and other conditions or relationships that extend to their families, living arrangements, and social life. From the employer's point of view, the problem is one of taking advantage of new technology while attempting to alleviate the undesirable effects it may have on some employees.

Introduction of advanced technology and automation has confronted the unions with special challenges. Accordingly, union leaders must give primary emphasis to the negotiation of adjustments focused on the control of workers displacement, and employment opportunities for those affected.

Today unions need to go beyond the negotiation of specific demands. They must participate in much broader issues, including the management of change itself. Efforts at creative bargaining depend on the ability of both parties to establish a flexible, cooperative relationship, with continual communication on a regular basis throughout the life of the agreement to handle difficult problems.

These are among the contract provisions that the union may want to include:

- Union - Management Cooperation (including advance notice, special joint committee and consultation)
 - Changes in Job Content and Rates of Pay
 - Job Security
 - Cushioning the Impact of Job Change or Loss
 - Sharing in the Gains of Productivity
- (To Be Continued)

Canadian Price Index

Statistics Canada
 • New Base 1971 = 100

1978	177.5
*September	177.5
October	179.3
November	180.8
December	181.3
1979	
January	182.7
February	184.4
March	186.6
April	187.9
May	189.7
June	190.6
July	192.1
August	192.8
September	194.5

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

HEALTH BRIEFS

Vitamin A May Prohibit Cancer
 People exposed to cancer-causing chemicals may someday be protected by doses of Vitamin A. Scientists report that Vitamin A inhibits genetic mutation by these chemicals in Salmonella bacteria. They said that continued work with Vitamin A may eventually lead to an effective cancer therapy less dangerous to healthy tissue than drug therapy.

Side Effects Possible on Protein Diet

High protein diets require increased calcium to maintain balance, so some people may find that calcium is inadequate to meet their needs when they sharply increase their protein intake. A Wisconsin study which controlled calcium intake of subjects showed that those on a low protein diet had no difficulty maintaining calcium balance; those on a high diet were seriously out of balance.

Coffee Induces Craving for Alcohol?

Nine cups of coffee a day gave rats a craving for alcohol, a Michigan nutrition researcher discovered. She fed two groups of rats the same diet, but gave the equivalent of nine cups of coffee to one group. When she offered the animals a choice of water laced with sweetened alcohol or just sugared water, the animals with "coffee nerves" were attracted to the alcohol. The researcher speculated that people reach for a drink to control the tremulousness that coffee induces.

Courtesy of National Health

U.S. Price Index

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

1978	199.3
September	200.9
October	202.0
November	202.9
December	202.9
1979	
January	204.7
February	207.1
March	209.1
April	211.5
May	214.3
June	216.9
July	219.4
August	221.5
September	223.7
October	225.6