



WHITE COLLAR

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

No. 417

October-December 1985



OPEIU winds up education season

Although training and education classes continuously take place throughout the union, the conference season has drawn to a close. And, fall 1985 was a busy, busy season.

Three regional education conferences—Northeast, North Central and Western—and the Full-Time Staff Training Conference—all took place over a six-week span. All were well attended and successful, attracting nearly 350 participants in total.

The regional conferences were designed to educate stewards, particularly new stewards, on the many duties and responsibilities they have. Grievance handling and the union's fair representation of members was the core of the curriculum presented.

Role playing, group discussions and question/answer sessions drew delegates into participating and sharing their experiences and knowledge.



President Kelly

International President John Kelly reported to each of the conferences on the AFL-CIO Report on the Future of Work—a report that analyzes the labor movement and makes recommendations for a future course of action. Kelly agreed with the vast majority of the report, especially the sections calling for greater organizing. He, however, said he disagreed with the exhortation to organize small groups. This, he said, is counterproductive since it drains scarce resources of the local unions to represent these few members.

He did agree with the need to organize and form coalitions with community groups—groups with which we can make common cause, e.g., tenants groups, consumer groups, women's groups, civil rights groups, environmental groups, and more.

In terms of OPEIU organizing, Kelly reported that the union currently has campaigns across the United States for more than 20,000 employees. These employees are in the public sector, universities, hospitals and insurance.

He agreed with the report, too, that we had to seize timely issues of importance to our members and to the unorganized workers. One such issue, comparable worth, has been an issue for OPEIU for quite some time.

Kelly said it was more than the female agenda; it applied to anyone—male or female—that worked in occupations that are traditionally female.

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Governor Anthony Earl

Governor Earl announced that the Midwest economy was far better than previously reported. Unemployment, for instance, he said was lower than in the Sunbelt States. Also, the area has 25 percent of the world's fresh water supply. And, two of the areas largest industries—food and paper—have an inelastic demand.

But, the new economy, he declared, is fast becoming an information society. In this society, people (workers) must have the appropriate skills and training. OPEIU had made certain that the environment for white collar workers is a better place to work. But, we must continue to emphasize continuous education. Four years of high school and/or college, he said, is no longer enough.

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Congressman Bob Edgar

Bob Edgar is a die-hard Democrat who supports the same cause and issues supported by labor unions like OPEIU.

According to Edgar, the American people want a clear message. They want articulate people that are not afraid to stand up for what they believe. The Democrats, he said, have muttered and mumbled policy so no one understands. We, therefore, need a new vision.

But, Edgar's vision is not new. It's a return to the progressive, caring policies of the Democratic Party.

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OPEIU members contribute to Montreal strikers

In Montréal, OPEIU Local 57 has some 400 members working at 26 Caisses Populaires (similar to a credit union) on strike since May 29, 1985.

As of November 16, they were on strike 25 weeks. In addition to the strike benefits received from the International Union, Local 57 had spent its entire defense fund to assist these strikers—96 percent of whom are women.

Therefore, at the Full-Time Staff Conference, International Secretary-Treasurer Roméo Corbeil appealed to the delegates to reach into their pockets to assist these sisters and brothers in Canada. Within 10 minutes \$1500 was collected, indicating the type of solidarity that exists within OPEIU.

It is hoped that by the time this issue reaches you the strike will be settled. But, if not, please contribute to the OPEIU Local 57 Strike Fund. Mail any contributions to Michel Rousseau, Secretary, OPEIU Local 57, 1290, rue St-Denis, 5^e étage, Montréal, Quebec H2X 3J7.



International Secretary-Treasurer Roméo Corbeil

The Issues

With 70 Caisses Populaires organized out of 400, the employer wants to bring the wages and working conditions to the lower level of the unorganized branches. Management wants to discourage the other Caisses from organizing and encourage those who are union to quit OPEIU. In other words, they want to break the union. Please help.

WHITE COLLAR

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

JOHN KELLY
President

ROMEO CORBEIL
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. (202) 393-4464.

GWEN WELLS
Managing Editor



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Political involvement and VOTE

Local union members appealed at several of the regional conferences for greater participation in the VOTE—Voice of the Electorate—program.

Voice of the Electorate is the union's political action fund. Members, officers and staff make voluntary contributions to that fund, which is then used to support or oppose legislation and candidates for the benefit of OPEIU members.



Doretha Papin

Doretha Papin, a member of Local 494 in Detroit, appealed to participants at the North Central Conference in Madison, Wisconsin, to become more involved and active.

She said that Local 494 had initially received leaflets from the International Union explaining the importance of VOTE. The local, therefore, began their involvement by selling raffle tickets to raise VOTE funds.

The local negotiated VOTE checkoff. But, they then had to get the members to sign the VOTE checkoff authorization forms.

First, they educated the 40 stewards, who then educated members. "You can't ask people to contribute, if you don't yourself," Papin told the stewards.

"We had to continually publicize the program," Papin said, through membership meetings and the local newspaper.

And, we didn't stop there, she said. We became active on legislative issues and in election campaigns. We conducted voter registration drives.

In outlining steps taken by Local 494, Papin listed these: 1) establishing an active VOTE committee; 2) getting officers involved; 3) preparing leaflets, posters and pins on VOTE; 4) advertising VOTE; and 5) conducting a followup drive once or twice a year.

Following this simple prescription, the local has been very successful. In 1984, the local contributed \$3,400 to VOTE and have 10 people in the President's \$100 Club.

The \$100 Club is made up of those individuals who contribute \$100 or more each year to the Fund.



If you're trying to solve the mysteries of how to win job fairness & family security...

Try using these CLUWs.

Everyone knows that a secure family depends on a secure job with fair wages and working conditions. The psychological and emotional pressures of unemployment, low pay, and job discrimination often can lead to trouble at home.

Your union can do a lot to help. But it can't do everything alone. That's why there's a support organization of women and men that fights alongside your union to win the conditions at work that make for security at home. You need its help; it needs yours.

What is it? Try these CLUWs:

CLUW No. 1: Since its founding in 1974, this group has fought through your union to abolish sex- and race-based wage discrimination.

CLUW No. 2: This organization leads the fight for decent child-care facilities for working parents. Without them, one or another spouse often is denied the right to a job.

CLUW No. 3: The more workers in our unions, the stronger we are at the bargaining table. Through its organizing efforts, this group has helped thousands of new workers join unions.

CLUW No. 4: Leadership counts. This group uses training and other programs to help women become active and advance to positions of leadership in their unions.

CLUW No. 5: What's won in bargaining can be lost in Congress. This group has worn a path to Capitol Hill and state legislatures to fight for pregnancy disability coverage, a decent minimum wage, pay equity, child care options, safe workplaces, and other laws that benefit all workers.

Still not sure of the solution? Here's a final CLUW — the *Coalition of Labor Union Women*, fighting for job equity and family security for over 10 years and growing stronger year by year.

CLUW's for you. And you can get with it. Contact your local union women's committee, your local CLUW chapter, or write CLUW, the Coalition of Labor Union Women, 15 Union Square, New York, N.Y. 10003.



Forging Change For a New Generation of Families, Workers, & Unions.

Use This CLUW Card To Join Us Now!

COALITION OF LABOR UNION WOMEN Application For National Membership

Name _____
Address _____
Phone: (H) _____ (W) _____
International Union _____ Local Union _____

FOR NATIONAL TREASURER'S USE ONLY

Membership Card No _____ Date Sent _____

National Treasurer's Signature _____

National membership in CLUW is good for one full year from date of issuance of membership card by National Treasurer

I would like to join CLUW as a: (check one)

Regular Member—\$20 () Contributing Member—\$25 ()

Supporting Member—\$50 () Sustaining Member—\$100 ()

Retiree Member—\$10 ()

Position held in Union: _____
I am a member of a bona fide collective bargaining organization

Signature _____

Attach your check to this card, enclose in envelope and mail to:

Gloria Johnson, Treasurer, CLUW
c/o IUE, 1126 16th St. NW
Wash., D.C. 20036

Work and Health
by Press Associates, Inc.

Types of Emergencies— and what to do

By Phillip L. Polakoff, M.D.

Medical emergencies mean different things to different people. An over-anxious parent may rush a child to an emergency room for little more than the normal bumps and scrapes common to all childhood.

At the other extreme, some adults may be so fearful of going to a hospital that they will endure the symptoms of a true emergency and delay getting help, thereby reducing their chances of survival.

What would a doctor consider an emergency? Any of the following would fall into that category: Severe chest pains, unconsciousness, convulsions, shortness of breath or difficulty breathing, severe abdominal pain, severe and uncontrollable bleeding, head injury, bullet or stab wounds, broken bones, severe burns (heat or chemical).

Also smoke inhalation, inhalation of poisonous fumes, slurring or loss of speech, heat stroke, dehydration, dangerously low body temperature (hypothermia), temperature over 103 degrees, prolonged vomiting or diarrhea, poisoning, overdose of drugs, snake or animal bites and insect stings that result in shortness of breath, choking, eye injuries or foreign substance in the eye or sudden loss of vision.

If you're in doubt, call your doctor or the nearest emergency room. Be prepared to tell the doctor or nurse all you can about the situation as calmly as possible.

There are three main types of emergency facilities—hospital emergency rooms, trauma centers and urgent care centers. They differ in several important aspects.

Hospital emergency rooms (ERs) fall into two categories—24-hour and stand-by. Most hospitals have 24-hour ERs which require an emergency physician to be present 24 hours a day. This type of facility also has specialists on call within half an hour. Ambulances and paramedics are required to take the patient to the nearest 24-hour ER.

Stand-by ERs do not have a physician present 24 hours a day, but there is a nurse on duty.

Trauma centers are fairly new and not yet widespread. They are special units within a 24-hour ER that treat only severe trauma patients requiring surgical intervention within an hour. A trauma team, including a surgeon, an anesthesiologist (and often specialists such as a neurosurgeon), is on duty 24 hours a day. At least one operating suite is held in readiness for the trauma team.

Paramedics bring in 95 percent of the patients treated in a trauma center.

Urgent care centers are freestanding facilities that are not affiliated with a hospital. These urgent care or Emergi Centers can provide minor emergency care, but they are not equipped with the backup resources of a hospital emergency room. They can treat problems such as minor stitches for deep cuts, or minor burns, or situations requiring splints.

Urgent care centers are often less expensive because they don't have the overhead costs of a hospital ER. Used properly, they form a valuable link in the health care system.

However, if you have a life-threatening situation such as severe chest pains, convulsions, undiagnosed high fever and so on, go directly to a hospital. It is better equipped to analyze the problem and treat you.

Although emergencies strike suddenly and generally without warning, there are some steps you can take to prepare for them. Shop around for the best emergency room in your area; some are better than others. Start with the hospital where your personal physician has admitting privileges. Proximity to your home is also important. You don't want to dash across town in an emergency.

Map out the best way to get there by car or public transportation.

Post a list of phone numbers where all the family can see it: Police and fire departments, ambulance, paramedics, your family doctor, and the nearest relative or neighbor in case your children are alone or with a babysitter.



Washington Window

NEEDED: Job Training and Jobs

There is one thing the United States has in abundance and that is people able and willing to work.

The official jobless rate of just over 7 percent is a conservative measure, counting only those actively seeking and failing to find work. It represents 8.3 million unemployed. In addition, 1.2 million have dropped out of the workforce altogether. Another 5.6 million are on part-time involuntarily. Thus some 15 million people are unemployed or underemployed.

The Labor Dept. recently reported 1,448 areas as "labor surplus areas." That means they averaged at least 10 percent jobless for two calendar years, 1983 and 1984. This qualifies them for preferred status in high structural unemployment rather than into areas with seasonal or cyclical unemployment problems.

The workers are there, yet high-level unemployment persists. It can't be the dole, because only one-third of the unemployed receive benefits. Political alarms used to sound when unemployment exceeded 4 percent, but no longer. A "labor surplus area" used to be one with 6 percent or more jobless, but some manner of tolerance has raised this to 10 percent.

Action by Congress on job creation requires bipartisan support, but that is lacking in the present conservative climate.

"At the heart of the conservative opposition to federal job creation initiatives lies the suspicion that the poor and unemployed are morally different from the rest of Americans," observed Dr. Sar Levitan, director of George Washington University's Center for Social Policy Studies. "All this tells us a story of loose labor markets where millions of people cannot find full-time work. Clearly, unemployment is not due to the failure of the idle to seek work, as President Reagan asserts, but because jobs are not available for all those who desire work."

These are modest efforts, to be sure, but federal resources are extremely limited because conservatives look on federal programs as spending rather than investments. So the focus today is on job training and placement.

Labor Secretary William Brock recently hailed the restructured federal Job Training Partnership Act (JTPA) as "a significantly effective tool for putting people in jobs and a model for human resource programs." Brock said that 68 percent of the 1.1 million youths and adults enrolled in the basic state program who completed their training in the past two years had been placed in jobs. That is good news, but it falls far short of the need to create more jobs.

Instead of expanding JTPA, Reagan's budget request to Congress reduced it to \$2.8 billion for the coming fiscal year from the current budget level of \$3.7 billion.

When the Reagan Administration sought to abolish the very successful Job Corps, a part of JTPA, its defenders in Congress saved the program because it works.

In a policy statement of the National Council on Employment Policy, a non-profit research group, Levitan and Peter Carlson found "encouraging signs" in the new JTPA, but also raised critical questions.

For one thing, they said that in order to meet minimum needs of a national training and employment program, "annual funding of at least \$5 billion is necessary."

They said observers of JTPA are "near-unanimous" in charging that the Dept. of Labor "has virtually abandoned its responsibilities as a partner (with the states) in managing JTPA." Thus each state has its own interpretation in implementing the program, they said, a situation apparently in conflict with congressional intent. Moreover, they said, there is no national audit guide on spending nor national technical assistance plan.

Levitan and Carlson stress the need for federal leadership and the importance of the JTPA's Private Industry Councils at the grassroots. The success of a nationwide training and employment program depends on unions and employers becoming directly involved in helping dislocated workers and the disadvantaged become trained for worthwhile jobs.

OPEIU educates staff and officers

Once each year OPEIU full-time staff and officers get together to exchange notes on successes and problems, to bolster each other's morale, to learn about new issues of importance to OPEIU and the labor movement. In 1985 they assembled in New York City for the union's Full-Time Staff Training Conference, which lasted from October 15 to 18. The nearly 120 delegates were hosted by Local 153.

The International Union's educational program—the highlight of the conference—was as diverse as the participants. It opened with a full-day session on corporate campaigns. Delegates discussed the definition of a "corporate campaign," research and analysis, campaign design and implementation, and what vehicles to use—stockholder meetings, coalition building, regulatory and legislative actions, internal and external communications.

Then with the direction of the instructors—Susan Kellock and Bob Lawrence of the Kamber Group (a union-consulting firm)—they designed research programs, strategies and plans for implementing a hypothetical campaign.

The second day was devoted entirely to new developments in fringe benefits. Delegates discussed in depth retiree benefits, flexible or cafeteria-style benefits, the termination of pension plans, individual retirement accounts and deferred savings plans, the Retirement Equity Act, and two-tier wage proposals. These discussions were led by Judy Broach, attorney with the Vladick, Waldman, Elias and Engelhard.

They also were led by Linda Saxl, consultant with Martin E. Segal Co., through discussions of health care cost containment and alternative ways of saving the company costs without sacrificing our members' benefits.

The final day Carol and Eamon Brennan of OPEIU's public relations firm Brennan & Brennan gave delegates numerous tips on dealing with the



Delegates from OPEIU local unions with Blue Cross and/or Blue Shield units met in New York to discuss their common goals and problems. They were addressed by Kevin Kistler from the AFL-CIO on a national Blue Cross-Blue Shield organizing campaign.

media and improving the local and international union's image.

The entire program was developed and coordinated by the OPEIU Research and Education Department, headed by Director Gwen Wells.

Local unions participating included 2 (Washington, D.C.); 5 (Denver); 6 (Boston); 8 (Seattle); 9 (Milwaukee); 10 (Detroit); 11 (Portland, OR); 12 (Minneapolis); 14 (Philadelphia); 17 (Cleveland); 19 (Toledo); 20 (Newark, N.J.); 23 (Tacoma, WA); 29 (Oakland, CA); 32 (Newark); 33 (Pittsburgh); 35

(Milwaukee); 39 (Madison, WI); 55 (Toledo); 67 (Charleston); 95 (Wisconsin Rapids).

106 (Groton, CT); 119 (Chattanooga); 153 (New York City); 179 (Chattanooga); 210 (New York City); 212 (Buffalo); 251 (Albuquerque); 277 (Ft. Worth); 342 (Winnipeg); 391 (Chicago); 397 (Regina, Saskatchewan); 437 (Ponca City, OK); 453 (Boston); 457 (Centerville, PA); 459 (Lansing, MI); 505 (Milwaukee); 513 (State of Ohio); 517 (State of Michigan); 542 (Santee, CA); and 600 (Boston).

President Kelly

(continued from page 1)

Kelly encouraged the locals to involve their members more in the local's affairs. He recommended that they use committees and that they publish the successes of the local in their newsletters. Members should know what their dues are being spent on. "So, you must tell them of grievance and arbitration victories, wage increases, reclassification schemes won. You must educate them on the history of OPEIU and the labor movement and on economics," he said.

In terms of negotiations, Kelly said the period of givebacks was over, but that it was still hard to get the big wage increases of the past.

He also predicted that unemployment would increase in 1986. This would act as pressure to keep wage increases moderate. In 1984, he said, wages rose on average 3.4 to 3.5 percent; in 1985, 3.5 percent; and in 1986, would likely climb on average 4 percent.

He reported that the International Union had hired eight new representatives and organizers—five of them women.

Finally, he said that by all newspaper reports the labor movement is dead. With that he, of course, disagreed. He also said that it would be a sad day for the country if it ever did happen since the labor movement is one of the few successful forces for good. Everything, he said, benefitting working people has come through the labor movement and its struggles.

Kelly had also encouraged the local unions to become more politically active in order to fight for progressive and against regressive legislation. Also, it is important, he said, to support progressive candidates for office. Several such politicians addressed the delegates at the conference. Just two of those were Governor Anthony Earl in Wisconsin and Pennsylvania Congressman Bob Edgar, who is now running for the U.S. Senate.

Governor Anthony Earl

(continued from page 1)

We can only compete with Taiwan, etc. with high skills. They will always be cheaper. We have to compete with the Japanese and Germans in terms of skills and quality.

Earl then turned to a report on how the economic changes have affected the family unit. There has been an entry of increasing numbers of women into the workforce. Since 1980, one half of all homes have both spouses working. Seventy percent of single women are working to support a family.

These women, Earl said, are motivated to enter the workforce because they are the sole family support, or to better the family's lifestyle. They are not working for pin money or out of boredom.

The relation between the employee and employer affect the family, Earl said. The family is no longer run by full-time mothers. We, therefore, have to do something about child care. In Madison, he reported, the public sector was experimenting with providing child care for its workers.

He also reported that the state was enacting comparable worth.

Lastly, he spoke in favor of unions and encouraged employees to organize for the good of all. "Several voices united, are always more forceful than those in disharmony," he concluded.

Congressman Bob Edgar

(continued from page 1)

Edgar's vision of the future is one characterized by Hubert Humphrey who said we must support those in the "dawn of life—our children; those in the twilight of life—our elderly; and those in the shadows of life—our poor."

He also said it was important to "take charge and recharge the Senate and the House, as well as our communities." We have to change the nature of work and the nature of retirement. The elderly boom, he said, means that people will live twice as long as the elderly before, which will put a huge burden on pensions.

Edgar asked: "We have great opportunities. How do we deal with the issues and the future?"

One question, he said, was the Democratic platform on the deficit, but "there is no Democratic alternative, and that's part of the problem."

Reagan reduced entitlements, Edgar said, in the domestic budget from 25 to 17 percent. He gave all the savings to defense (\$2 trillion over five years). He instituted a tax reduction. He gave business all they wanted on tax reductions, lowering revenues by \$650 billion. So, we had to borrow the money. Under Reagan, according to Edgar, the deficit has quadrupled and now stands at \$200 billion per year. By 1990, it is predicted that the first 20¢ on every tax dollar will go to pay the interest on the U.S. debt from 20 to 30 years ago.

Edgar's solution consists of 1) real tax reform with revenue increases, primarily by assuring that corporations and the wealthy pay their fair share; 2) beginning a two-year budget process, so that in the off-year we could discuss and analyze policy; and 3) move to a capital budget, separating out capital investments.

In terms of jobs, we have to retrain and reskill the workforce to assume jobs in the new information, high tech, small manufacturing, and industrial park industries, where most jobs will be. The creation of jobs is the duty of government, business and unions working together, he said.

Finally, Edgar said that the labor movement has to have an aggressive, active involvement in public policy, in setting the agenda. Therefore, he urged OPEIU local unions to organize to win their Congressional districts.

Local delegates meet in Madison

The 86 participants in the 1985 North Central Regional Educational Conference met in Madison, Wisconsin, from October 2 to 5, 1985. Local 39 served as host local.

The delegates interacted with each other and with instructors to increase their knowledge of a shop steward's duties and the skills needed to effectively represent members.

While receiving detailed analyses of the law, how to investigate and present grievances, etc., par-

ticipants also learned from each other. They gained new insights into old problems, new techniques for handling old grievances from other locals in the region.

As coordinated and directed by the International Union, instruction was led by professors from the University of Wisconsin's School for Workers. Specifically, the instructors were George Hagglund, the School's director; Assistant Professors John Lund, Ken Mericle and Neil DeClerq; and Associate

Professors Irving Brotslaw and Maurice Better.

Local unions participating included 1 from Indianapolis, Indiana; 9 from Milwaukee, Wisconsin; 12 in Minneapolis, Minnesota; 39—the hosts—from Madison, Wisconsin; 95 of Wisconsin Rapids; 311 of Kankakee, Illinois; 336 from Kenosha, Wisconsin; 391 from Chicago, Illinois; 407 in Niagara, Wisconsin; 444 of Galesburg, Illinois; 494 of Detroit, Michigan; 505 from Milwaukee; 508 in Herrin, Illinois; and 515 of Clintonville, Wisconsin.



Delegate comments

This was a very good conference on initial involvement into the union.

Very well presented—although I've attended two different six-week sessions on grievance handling, I learned of many other points and obtained excellent ideas.

All subjects were interesting and I am sure will be beneficial to the others as they will be to our group.

I feel that this type of training was much improved. It certainly should enable our stewards to do a better job and should have given them some confidence.

I like the way the instructors interacted with the audience. It wasn't strictly lecturing.

Best instructors I have had at an educational conference.

I thought the VOTE presentation by Local 494 members was impressive.

Very pleased with how the first three instructors presented their ideas and issues; liked the way they wanted us to participate; had a sense of humor.

Good job by all!!!



Northeast meets in Philadelphia

Local 14 hosted the Northeast Regional Conference in Philadelphia, Pennsylvania. That conference took place September 11 to 14, 1985, and was attended by 62 delegates.

Quality training on the many jobs of the shop steward, and especially grievance handling, was offered by Pennsylvania State University's Department of Labor Studies at the direction of the International Union.

The instructors—all highly praised by the

participants—were Kathleen Riordan, instructor from Penn State; Regina Canuso, community organizer for the Coalition of the Institutionalized, Aged & Disabled in Syracuse, New York; and Michael Polzin, project consultant from the Philadelphia Association for Cooperative Enterprise.

Also, Kathryn Lewis from the City of Philadelphia's attorney office addressed the group on comparable worth; while Attorney Barbara Zarsky explained the union's and steward's duty of fair representation.

Local unions attending were 2 (Washington, D.C.); 6 (Boston, Massachusetts); 14 (Philadelphia, Pennsylvania); 32 (Newark, New Jersey); 106 (Groton, Connecticut); 153 (New York, New York); 180 (Massena, New York); 210 (New York, New York); 247 (Holyoke, Massachusetts); 269 (Chicopee, Massachusetts); 426 (Bristol Township, Pennsylvania); 453 (Boston, Massachusetts); 471 (Brownsville, Pennsylvania); 600 (Boston, Massachusetts) and 1400 (Mt. Laurel, New Jersey).



Delegate comments

I thought the course was very good, only we need more time.

Keep up the good work. If all stewards were able to attend such a conference, it would make my job as a business agent much easier.

It helped me to understand the different problems that the local unions from different parts of the Northeast have, which seems to bring all of us closer together as one close union.

The conference forced me to look at and review my grievance handling, and through group discussions to pick up some new techniques.

I found other locals have the same problems, but new ways to solve them. Individual participation really worked.

The course material was very topical and the instruction very good. We need to get more participation and communication to the general membership of each local.

Topic needs more time to cover. Perhaps extend conference to three and one-half days.

San Deigo's 30 hosts delegates

The Western Regional Educational Conference was held October 23 to 26, 1985, in San Diego, California. OPEIU Local 30 served as host local for the more than 60 delegates.

The delegates were well rewarded for their attendance by the excellent instruction on stewards' training and grievance handling—outlined and coordinated

by the International Union; prepared and taught by the Center for Labor Research and Education, University of California at Los Angeles.

Gerry Leshin, assistant director for the Center, and June McMahon and Gloria Busman coordinators, were all well received and rated highly on the evaluations at the program's conclusion.

Local unions participating included 3 of San Francisco, California; 8 from Seattle, Washington; 11 from Portland, Oregon; 15 of Vancouver, British Columbia; 23 of Tacoma, Washington; 29 from Oakland, California; 30 of San Diego, California; 39 of Madison, Wisconsin; 319 from Tucson, Arizona; 494 from Detroit, Michigan; and 542 of Santee, California.



Delegate comments

Difficult to improve on perfection.

Speakers were excellent, delivered well. I liked that they were women.

All involved should be proud of the job they did. The conference was a great success.

I feel I learned a great deal about unionism and union people. I'm a shop steward myself and I've learned so much that it will take a few days to sort out what all I've learned. I feel fortunate to have been given the opportunity of listening, participating and learning with three such wonderful speakers.

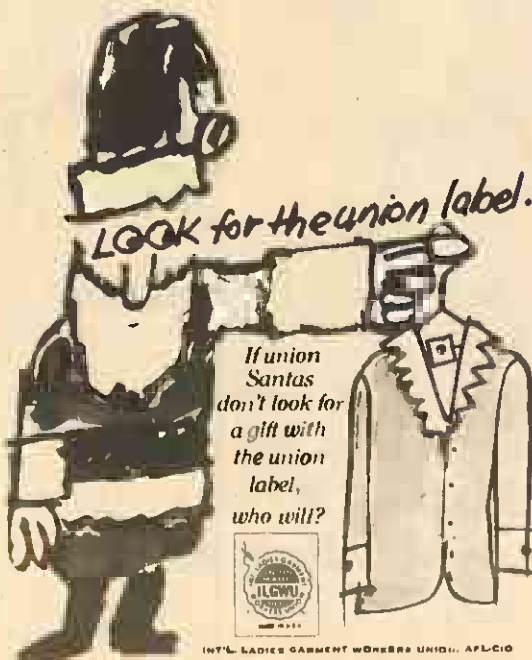
The seminar was a worthwhile one. I have been a steward for only four months. I needed the role playing and all the hints that were shared. I feel a deeper sense of pride in being a steward.

Insightful three days. Having been a non-union worker for 11 of my 13 years of working, I suddenly get an idea of what an immigrant from a Soviet block country must feel when he steps foot in America. He knows that America is the land of the free but has no idea of the scope of those freedoms. My eyes have been opened. I didn't know I had rights that were being denied and are taken for granted by unionized workers.

Not having been interested in unions until I got a job that required me to join one, I knew very little about them. I have a different approach since this exposure to information.

Presentation was great. Given in easy, logical procedures. I learned a lot in a relaxed atmosphere.

UNION LABEL NEWS FEATURE - For Immediate Release
From Union Label Department
Int'l Ladies Garment Workers' Union
275 7th Avenue, New York, N.Y. 10001



U.S. Price Index

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

1984	
February	303.3
March	303.3
April	304.1
May	305.4
June	306.2
July	307.5
August	310.3
September	312.1
October	312.2
November	311.9
December	312.2
1985	
January	312.6*
February	313.9
March	315.3
April	316.7
May	317.8
June	318.7
July	319.1
August	319.6
September	320.5
October	321.3

Canadian Index

Statistics Canada
New Base 1981 = 100

1984	
February	120.9
March	121.2
April	121.5
May	121.7
June	122.2
July	122.9
August	122.9
September	123.0
October	123.2
November	124.0
December	124.1
1985	
January	124.8
February	125.4
March	125.7
April	126.2
May	126.5
June	127.2
July	127.6
August	127.8
September	128.0
October	128.4

* The old CPI (U.S.) figures have been replaced with a new series that includes a rental equivalence measure for homeowners' costs.

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

Season's Greetings



May the true spirit of this joyous holiday season bring peace, renewal, and togetherness for you and your family. We pray that this holy time of the year will be a time for all of us to reflect upon our love and understanding of each other, both within our families and on our jobs. May the spirit of the holidays carry you throughout the New Year.

John Kelly
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