



WHITE COLLAR

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

No. 419

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Spring brings organizing gains as more workers choose OPEIU



Vice President Bill Adams retires

After a lifetime of labor movement involvement—nearly 30 years of it with OPEIU—Vice President Billie D. Adams is entering a well-earned retirement. Unfortunately, he will leave behind many friends, coworkers and grateful members.

Adams' long association with the labor movement goes back to his childhood days. His great-grandfather came to the United States from Scotland and spent his entire adult life as an organizer in the coalfields.

Adams' father ran the coal miners local in Herrin, Illinois, for many years. So Bill Adams comes from a line of trade unionists.

After spending four years in the military, he moved to Kankakee, Illinois, looking for work. He started employment in the A. O. Smith Corp. office. In 1953 he joined with a group of Smith employees to form an independent union, named the Technical Engineers Association. In 1955 the Association merged with OEIU (Office Employees International Union.)

Adams was President of the local union. At the time, Adams said, "a group of us worked nights organizing Gould National Battery and Nabisco into Local 311." Over the years these were just a few of the shops Adams helped to organize.

In 1964 Adams went to work full-time with OPEIU as an International Representative. "I have had numerous experiences working with OPEIU locals," he said, "and assisting them in organizing. In our region we have had strikes together, victories together, and, yes, even losses together."

"One campaign that was especially rewarding was Local 13, St. Louis. I was assigned to the area for ap-

(Continued on page 4)

El Cajon Valley Hospital votes OPEIU Local 30

In hotly-contested elections nearly 350 professionals and non-professional employees at El Cajon Valley Hospital in San Diego, California, voted for representation by Local 30.

The hospital, which recently was purchased by AMI, put up a strong anti-union campaign. But, a rank-and-file committee of registered nurses, housekeeping employees, as well as those from other departments, was able to present the union position clearly on all the issues—winning a majority.

Those issues, explained International Organizer Yolanda Miranda, included the staffing of RNs, wages that had been frozen for the last four years, and health benefits for part-timers (they are forced to pay one-half on their premiums).

Employees at other AMI facilities are now signing up with the union and an election will be upcoming at Mission Bay Hospital and Claremont Hospital, reported International Director of Organization Mark Reader.

Local 153 wins more NJ court units

Local 153 was the overwhelming choice of administrative and clerical workers at the Passaic County courthouse in a representation election here, said Local Secretary-Treasurer Michael Goodwin.

Two separate units at the courthouse—representing 229 state court workers and 51 county employees—picked OPEIU Local 153. The consolidated unit will bargain with a joint state-county management team.

The victory follows a five-year campaign marked by management bickering over whether the employees, all of whom work for the County Clerk, Register of Deeds, Tax Board and the judiciary, should be considered state or county workers. A compromise finally was reached splitting the workers between the two jurisdictions.

Workers in the state court system supported OPEIU by a vote of 130 to 48. The county workers voted 21 to 14 in favor of the union.

Bargaining proposals will include an immediate wage increase, improved working conditions and better job security, the local said.

Local 32 organizes first NJ court unit for OPEIU

After a long campaign conducted by Local 32 with the assistance of our International organizing staff, headed by Mark Reader, we have won an overwhelming victory in the Essex County Courts, said Local 32 Business Manager Pat Tully.

The election involved over 300 employees of the Essex County Court systems. The employees work in the county clerk's office, the surrogate's office and various other offices in the court complex.

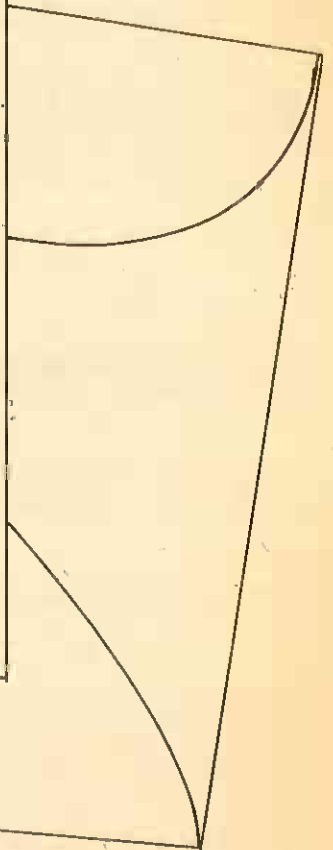
We have just elected a negotiations committee, Tully said, of the following members: Frank La Morte, Brenda O'Neal, Bunny Kirchick, Leo Miele, Joan Nygaard and Vivian Pintozzi.

The International staff consisted of Jeff Mockler, Dale Badoud and Richard Weaver. This was the first court unit organized in New Jersey by OPEIU.



Local 32 negotiations committee for the Essex County Court unit includes (left to right) Brenda O'Neal; Joan Nygaard; Bunny Kirchick; Frank La Morte; and Vivian Pintozzi.

Letters to and from members.



OFFICE & PROFESSIONAL EMPLOYEES
 INTERNATIONAL UNION
 AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS
 AND CANADIAN LABOUR CONGRESS

JOHN KELLY
 PRESIDENT
 ROMEO CORBEIL
 SECRETARY-TREASURER

April 1, 1986

TO ALL OPEIU LOCAL UNIONS IN THE UNITED STATES:

Dear Brothers and Sisters:

The OPEIU won an important victory recently when the House of Representatives passed legislation which prohibits the use of polygraphs--so-called lie detectors--in most private employment, or pre-employment screening of workers. The legislation, which was supported by the OPEIU and the AFL-CIO, passed the House by a vote of 236-173 on March 12th.

The bill does not place a total ban on the use of lie detectors. But it does halt the epidemic use of them in private businesses. The bill protects workers who are wrongfully denied employment and whose careers are devastated based on the results of these questionable tests.

The legislation exempts employees in federal, state, and local government as well as workers in electrical generating plants and some security guards.

The fight to pass this legislation now goes to the Senate. A bill supported by the OPEIU, which contains all of the positive provisions in the House bill, has been introduced with bi-partisan co-sponsorship by Labor Committee Chairman Orrin Hatch (R-UT) and ranking Democrat Edward Kennedy (D-MA). Other Senators sponsoring the legislation are: Patrick Leahy (D-VT); Spark Matsunaga (D-HI); Joseph Biden (D-DE); Clairborne Pell (D-RI); and Alan Cranston (D-CA).

The Senate Labor Committee will hold hearings on the legislation April 23rd. The OPEIU will be working closely with the AFL-CIO in support of this legislation and I will keep you advised of its progress. In the meantime, I urge you to write or contact your Senators and urge their support for passage of the Senate Bill S-1815.

Fraternally yours,

John Kelly
 John Kelly
 President

JK/sr
 cc: OPEIU Executive Board Members
 OPEIU International Representatives

JK/sr
 opeiu:153
 afl-cio

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 Secretary-Treasurer

February 11, 1986

The Honorable John Kelly, President
 Office & Professional Employees
 International Union
 Office Of The President
 Suite 610, 265 West 14th Street
 New York, N. Y. 10011

Dear Sir and Brother:

The reason for this letter is to tell you how much the Educational Conference held here in Albuquerque last May has helped our Stewards. The Stewards have become more aware of what it is that they are supposed to do, what their function is. The majority of the Stewards have mentioned areas that the conference helped to make clear. Most of our Stewards have become better negotiators and this alone has brought great rewards.

Some examples of better negotiations are: some of the gripes are not taken to a formal grievance. These gripes are settled at an informal meeting. The class on negotiating prepared me to be a better bargaining agent. I have been able to resolve grievances in a better fashion than I would have had I not taken the class. Twice I have been able to settle a grievance which have resulted in a measure of success to our grievant. Jean Harrison was promoted to a grade 37 plus back pay. Gloria Toland was also promoted to a grade 37 plus half of the back pay. She did not get the 37 she grieved on but she did get a 37. She was left on the job she had an surplus 37 and eligible for any job openings of grade 37 level that she would qualify for. She would not have to bid on the job just be interviewed and if supervisor would take her she would be placed on the job. This has shown our Stewards that to negotiate with the company can be fruitful.

The Stewards also have learned that duty of fair representation must not be overlooked. Every effort must be made to give every member or agency shop person a fair shake. It has become a watch word for the chief stewards as well as our stewards. The remarks made by all people who attended the conference from our local just simply say that it was well presented by professional people who were very professional in their presentations. We were all pleased that our local was given the opportunity to hold the conference.

Fraternally yours,

Jeronimo C. Garcia
 Jeronimo C. Garcia, President
 OPEIU, LOCAL 251, AFL-CIO

JGC:eh
 opeiu, local 251, afl-cio

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

JOHN KELLY
 President

GILLES BEAUREGARD
 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.

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 Managing Editor



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Work and Health
by Press Associates, Inc.

Heart Attack Risk Factors by Phillip L. Polakoff, M.D.

Director, Western Institute for
Occupational/Environmental Sciences

Nearly one million Americans died of heart and blood vessel disease in 1970. Now, the annual toll is around 600,000.

The reasons for this dramatic drop aren't clear. But most experts agree that increased awareness of cardiovascular risk factors—and correcting them—played an important part in cutting the death toll.

Some of these factors are beyond your control—your age, sex (men have more heart attacks), and a family history of heart disease. But a number of factors can be eliminated or modified. And doing so appears to reduce the probability of heart attacks.

The three most important controllable risk factors are high blood pressure, high levels of blood cholesterol, and cigarette smoking.

High blood pressure makes the heart work harder. It also contributes directly to hardening of the arteries (atherosclerosis). So, people with high blood pressure have a marked increase in heart attacks and strokes.

We don't know what causes most high blood pressure. But usually it can be lowered by taking antihypertensive drugs, reducing salt intake, and losing weight (if you're overweight).

More than half of middle-age Americans have cholesterol levels of 200 milligrams per deciliter (a tenth of a liter, or about 3.3 ounces), according to the American Heart Association. That's the level at which the risk of coronary heart disease begins to rise sharply. Studies have shown that the level of cholesterol can be lowered by modifying the diet.

This means cutting down on red meat, eggs, butter and other dairy fats, and eating more fish and poultry, fruits, vegetables and cereal grains. Substituting polyunsaturated cooking oils (corn, safflower or sunflower oil, for example) for lard or hardened shortening can help to lower cholesterol. So can the use of margarine instead of butter—if the margarine label shows a favorable ratio of polyunsaturated to saturated fats. For example, 4 to 2 instead of 2 to 3.

It's been more than 20 years since the Surgeon General reported in 1964 that cigarette smokers, on the average, had a 70 percent greater chance of having a heart attack than nonsmokers. Since then, many other studies have confirmed that cigarette smoking is a major factor.

The risk increases with the number of cigarettes smoked. Recent studies also have found that smoking low-tar, low-nicotine cigarettes does not reduce the risk of heart disease. Stopping smoking is now considered one of the best things you can do to help prevent heart attacks.

Another risk factor you can do something about is a sedentary life style. Although the evidence is indirect, it is known that physically active people have wider coronary arteries which presumably would not be as likely to clog as those of sedentary people.

Also, conditioning the heart by aerobic exercise (jogging, swimming, cycling) leads to more efficient pumping and an increased capacity of the heart to withstand increased work loads or stress.

A word of caution, however. If you're not used to regular exercise—something that really makes you exert yourself—don't rush out and try to become a weekend athletic hero.

Talk it over with your doctor. Find out what shape you're in. Then design your fitness program. Start slowly and build up. And stick with it.

Couple this with quitting smoking and making your diet leaner and you can improve the odds in your favor against heart and blood vessel disease.



Washington Window

Office Automation at Crossroads

by Press Associates

In the silent movie "Modern Times," Charlie Chaplin played the part of a factory worker whose sole job all day was to tighten one bolt on an assembly line.

After some time on the job, Chaplin cracked as the conveyor belt accelerated. Everything he saw became the object bolt, and he tore around the factory trying to tighten bolt-like things.

Chased by supervisors, he broke loose to the street and was dragged away trying to tighten a large button on a female pedestrian's bodice.

Chaplin translated with his comic genius the nightmare of the new automation for the factory worker, whose job was reduced to a tedious, repetitive, unchallenging task without any control over assembly line speed-ups.

Since the era of "Modern Times," factory automation is beginning to come full circle in the United States through hard-learned lessons. Today, for example, the auto industry, the leader in early assembly line production, is attempting to restructure production methods into modular units, where workers can learn and use a wider variety of skills toward greater job satisfaction and higher productivity goals.

The newest segment of the U.S. workforce to face automation pressures are office workers. According to a new report by the congressional Office of Technology Assessment, the widespread restructuring of office work spurred by computer automation is now at a crossroads.

Office automation can go the way of the early factory assembly lines to sacrifice the quality of worklife, the OTA said, or it can evolve into skilled, good paying jobs that enhance workers' self-worth, job satisfaction and corporate input.

Unfortunately for the some 45 percent of American workers who hold office jobs, employers seem to be taking the low road as the pace of office automation accelerates.

In "Automation of America's Offices, 1985-2000," the OTA corroborated earlier reports to find:

- Office automation is eliminating, merging and simplifying traditional tasks, quickening the pace of work, and decreasing workers' personal control over the work.

- Productivity gains from office automation are likely to be large and increase over time through substitution of capital investments in equipment for labor, which can reduce time and labor by 15 to 85 percent.

- Consequently, office automation is likely to

produce slowed growth in office employment over the next decade, compared to the explosion of office jobs in previous decades. As jobs are lost through attrition and, more recently, large layoffs, office employment will probably decline after 1990.

- Slowing growth and job restructuring will have the most negative effect on clerical employment levels and jobs, especially lower level clerical positions.

- Although "access to training and the ability to learn new skills is essential," the OTA said, office workers increasingly must rely on their own resources for basic training and retraining, placing the already educationally disadvantaged or those with little discretionary time under a further burden.

- With women making up the vast majority of clerical workers, the strain of training and retraining is especially heavy for married women and single parents, especially with cut-backs in federal aid for vocational education and job training.

- Office automation may strengthen the shift toward part-time work and home-based work as employers seek to reduce health insurance, vacation, sick leave and retirement plan costs, thus leaving a growing proportion of the workforce without essential protections.

- Despite mounting evidence of acute and chronic diseases linked to increased stress caused by office automation, including eyestrain and musculoskeletal problems among video display terminal operators, health and safety protections for office workers have lagged behind those for blue-collar workers.

Despite the increased productivity and skill levels produced by office automation detailed by the OTA, clerical wages actually decreased nationally between 1983 and 1984 by 1.5 percent, after adjustment for inflation.

The OTA said that, because office automation will impact every sector of the U.S. economy, these emerging problems may require policy intervention. But the government's current ability to forecast technology-based structural shifts in the economy is so "poor" that it may be difficult to design and implement timely interventions, the report said.

"If taken too late," the OTA said, policy interventions "may be ineffective and allow unnecessary damage to the welfare and stability of people, families and whole communities that are left behind as the economy changes."

Local 29 gains plant closure settlement

A tentative agreement was reached in February 1986 (nearly two years after the shutdown of the Independent Gazette) between Local 29 and six other unions representing the ex-employees at the paper and Ingersoll Publications, Inc. Ingersoll is a Connecticut-based firm, which the unions maintained was the employer and liable for all monies owed under the contracts, reported Local 29 Senior Representative Jan Eakle.

This settlement provides \$121,574 to the Local 29 members who lost their jobs. It was monies owed to them for severance, accrued vacation, and holiday pay. The \$121,574 represents a 41.4¢ on the dollar of the Local's total claim of \$293,898. Local 29 members will receive, as individuals, amounts ranging from \$220 to \$8,537. The average member will receive approximately \$5,000.

Local 29 and the involved unions had hoped to obtain the total liabilities but the litigation seemed destined to drag on for another three or more years and it would have been a tragedy if litigation failed to provide victory.

The newspaper was in serious financial distress for years prior to the big shut down in May 1984. Brown Newspaper Publishing Co., Inc. desperately attempted to stave off attachment by creditors in 1984. At that time, Brown was in default on loans totalling more than \$6 million.

On May 13, 1981, an Ingersoll representative wrote to the unions advising them Ingersoll "has exercised its option and purchased Brown Publishing Company, Inc." Prior to that numerous concessions were made by the unions in order to enhance the survival of the papers.

The honeymoon didn't even last for the first year anniversary. All unions were experiencing widespread contract violations and it became obvious that Ingersoll had gotten in over its head. At the suggestion of the unions, negotiations for a new contract began.

Negotiations dragged on for 18 months, up to the death of the newspaper in May 1984.

Both companies—Brown or Ingersoll—refused to accept liability for the contracts or the newspaper but joined forces against the union. They proposed an ultimatum of 35% wage cuts, virtual elimination of the health and welfare and pension plans.

Local 29 and the other union members voted to let the newspaper die since no one was willing to be accountable.

"On May 13, 1984, I stood with the members of Local 29 as the newspaper stopped publishing and wept as our members did for the unnecessary mismanagement that had caused its death. For Local 29 members the average years of service had been 15 years, and many had 30 or more years at the paper," Eakle said.

Kalamazoo County employees join OPEIU Local 459

OPEIU Local 459 announced that the secretarial and clerical employees of the Kalamazoo County Prosecuting Attorney's Office voted to join the union. An election was held on March 20th by the Michigan Employment Relations Commission (MERC) and a majority of the employees voted in favor of representation by Local 459. These employees have never been organized in the past.

Local 459 represents 700 employees in the mid-Michigan area, including more than 350 members employed by the Clinton-Eaton-Ingham Community Mental Health Board.

Adams (Continued from page 1)

proximately one year. During that time we organized four banks and Blue Shield. We won the campaigns and negotiated the contracts within that one-year period."

Adams concluded, "My tenure with the OPEIU will be cherished for a lifetime. The OPEIU has been good to me and my family. There is no doubt it is and will remain the largest and still growing white-collar union in the country."

Lowell, Mass. workers choose Local 6

With lightning speed, Local 6 of Boston has won recognition for the employees at the Northern Registry of Deeds in Lowell, Massachusetts, following a vote by the Middlesex County commissioners.

The quickness of the commissioners' action was amazing, said Local 6 Business Manager James Mahoney, considering that it came just four days after they received petitions to form the new collective bargaining unit.

The commissioners said they had acted so quickly because the employees had expressed their choice of Local 6 as their bargaining representative and under legal requirements, they would have to approve the union eventually, so there was no reason to delay the inevitable.

The advisory board set the wheels in motion for the OPEIU vote the previous week, when it voted in favor of a wage freeze for 24 of the 37 Northern Registry employees, who had participated in a two-day walkout in protest.

Within two days of the advisory board's vote, all non-management employees at the Northern Registry signed petitions to form a new unit of the OPEIU.

Preparations are now underway for negotiations.

Local forms before election

The Office and Professional Employees International Union is taking an unconventional step: chartering a local union before an election, rather than waiting for voting results, so the local can function immediately. The step is one of several measures by the OPEIU to assure the local union's strength and responsiveness to members' needs.

OPEIU has granted a charter to University of Massachusetts professional employees, creating Local 1863 of the Office and Professional Employees International Union.

The local's assigned number, 1863, was chosen by UMass professional employee organizers to commemorate the year UMass was founded.

In another departure from standard organizing technique, the International Union has introduced a divisional administration plan of governance for Local 1863, whose membership will span the state. Local 1863 will operate with three divisions: Amherst, Boston and Extension Service.

These three divisions will independently elect their own division officers. Elected chairpersons of the three divisions will also serve on the eleven-member Local Executive Board that will govern the entire local union. Other executive board members will be elected at-large by the Local 1863 membership. Divisional administration will guarantee that each division, whatever its numerical size will be able to operate independently of other divisions while maintaining checks, balances and control over the local

Local 14 scores in NJ landslide county election

That's what local newspapers announced on January 15, 1986, as some 175 county clerical employees in Ocean County, New Jersey, voted to join OPEIU Local 14, says Local 14 Business Manager Gerald Iushewitz. The vote was better than two-to-one.

Iushewitz credits the success of the program to an excellent rank-and-file committee and the active support of Local 14 stewards and members from other units.

Local 14 now represents 600 of 900 Ocean County workers.

Newark employees win first OPEIU contract

Business Manager Pat Tully reports that Local 32 just completed negotiating the first agreement for the Newark Board of Education since its affiliation with OPEIU. The settlement was a three-year contract giving employees a 23-percent salary increase over the life of the contract. This was in addition to other improvements.

The committee was as follows: William Taylor, delegate; Adele White-Eutsey, assistant delegate; Terry Gregory, chief steward; Edward Andrews, treasurer; James Colson, committee member, and Alex Tobias, committee member.

union executive board.

"Divisional administration ensures that Boston professionals or Extension Service professionals will have their concerns addressed," commented Linda Bowman, an extension specialist at the University. "Without this form of governance, extension service professionals might remain as isolated as they are now."

Gerry Scopettuolo, UMass professional at the Amherst campus, expressed great enthusiasm for the new organizing strategies. "Operating as a chartered union today means, we, Local 1863, will be ready to negotiate on May 2nd, if need be. Divisional administration will make sure that all Local 1863's members will be effectively heard." Local 1863 has already begun formulating contract proposals and will be holding forums before the election to solicit area concerns.

The representation election will be held at three university sites on May 1st. May 1st is also the 100th anniversary of the first May Day demonstration in the United States—when hundreds of thousands of American workers demonstrated to show their support for the eight-hour work day.

Voting sites are Amherst, Boston or Downtown campus. Employees who reside in outlying areas will be able to vote by absentee ballots.

Professional employees are the only non-unionized UMass employees. "We want to give them the representation they deserve," Scopettuolo added.

Vice President Kinnick testifies on VDT hazards

OPEIU International Vice President Kathleen Kinnick heads the California Labor Federation's effort to mobilize labor support for video display terminal legislation, that is, legislation to regulate the use of the equipment and protect the operators from potential hazards.

Among her many efforts, she recently testified before the joint interim hearing of the Assembly Committee on Labor and Employment and the Senate Committee on Industrial Relations. The hearing's emphasis was VDT safety, and specifically problems relating to vision.

Reprinted below is that testimony, presented on behalf of OPEIU Local 3, the International Union and OPEIU members in California.

In early 1978 my local union became concerned over the issue of VDT work, because we had begun to receive so many complaints from our members—particularly those working at Blue Shield of California. At that time (and this was a somewhat early date so far as the general use of VDTs is concerned) our members were working 8 to 10 hours a day, 5 to 6 days a week, on this equipment.

Beginning with the time VDTs were introduced at Blue Shield, concern over their use mounted, with increasing complaints of stress, eye fatigue and general job dissatisfaction by workers whose jobs had been transformed to work on VDTs. Complaints from workers were varied and included all of those you have heard mentioned here today—although complaints relative to vision were the greatest in number.

My local, joined by our International Union, which represents over 140,000 office and professional workers throughout Canada and the U.S., and other unions requested that a study be undertaken by NIOSH. And, all of you on this Committee are aware of the recommendations by NIOSH which resulted. My union—specifically the members employed at Blue Shield in San Francisco—was included in that study.

More recently my International Union undertook a survey of its own among our various local unions. All members surveyed worked more than 6 hours a day, every working day, on VDTs. Over 60.5 percent of the respondents complained of eye strain and 41.4 percent of musculoskeletal discomfort.

On 352 of the surveys, members were questioned on eyeglasses and prescription changes. Of this number, 253 answered that they did wear eyeglasses. Of the 352, 180 or 51.1 percent answered that they either began to wear glasses or had prescription changes since beginning work on VDTs.

It has recently been reported that as many as 40 to 80 percent of all VDT operators responding to various surveys have complained of eyestrain and other VDT-related health problems. This should be of major concern to this Committee, as VDT work now constitutes a growing segment of California's workforce.

You may be aware of some recent workers' compensation case decisions involving VDT workers. One was a woman employed as a VDT operator in a San Francisco architectural firm, in which the award was issued based on disabling eye pain. Although successful in her effort, the award came only after epic persistence.

Another case has successfully been won in Quebec. This decision emphasized that the stress and anxiety diagnosed by the VDT operator's doctor, were caused by poor working conditions, including bad lighting, inappropriate furniture design, no rest breaks, excessive workload and working isolation.

A secretary in New York is believed to have won the first workers' compensation ruling involving VDT-induced cataracts. Her employer, a bank, is expected to appeal the decision.

While we are happy to learn of these successful workers' compensation insurance cases, we contend that the needed solution is prevention of occupational disability and the establishment of guidelines for VDT work which will protect the worker from employment



OPEIU International Vice President Kathleen Kinnick (right) holds eye chart reading "VDTs are hazardous to your health or you would not be having such a hard time reading this."

hazards. This would also have to embody a requirement that employers comply with those guidelines.

This Committee over the past two years has received a wealth of information and has heard testimony presented by workers (individual VDT operators) and worker representatives substantiating

the need for protective legislation. Yet, none has been enacted. It is my hope that in the forthcoming session, the need for worker protection will take precedence over the objections voiced by the corporate community, and that legislation to address the issue will be enacted.

Missouri's Local 13 joins anti right-to-work (for-less) rally

A rally against "right-to-work" (for-less) legislation was held in Jefferson City, Missouri, on January 8, 1986, and was the biggest demonstration Missouri's capitol city has ever seen. Approximately 8,000 people were in attendance.

The success of the rally has delivered a stunning blow to the "Missourians for Right-to-Work" (for-less), which was planning its second effort to impose the open shop on the State of Missouri.

St. Louis' OPEIU Local 13 was well represented at the rally by President Pat Austin, Vice President Mary Schergen, Business Representative Herb

Goodrick, Trustee Lois Lamping and Members Debbie Smith, Sandy Anello, Sharon Faulkner, Cindy Foesch, Sharon Williams, Karen Krshul, Jean Jost, and Barbara Bright.

Local 13 President Pat Austin and Vice President Mary Schergen were interviewed at the rally by a major St. Louis television station. Their interviews, which dealt with women in the labor movement, were aired on the evening and late night news.

According to Missouri labor leaders, the issue of "right-to-work" (for-less) is a dead issue in the State of Missouri for the present.



Canada Supporting goals of unions Christian duty, bishops say

Supporting the goals and activities of labor unions is a Christian responsibility, says a May Day message issued by the social affairs committee of the Canadian Conference of Catholic Bishops, reports the Canadian newspaper *The Globe and Mail*.

The strongly worded statement says unions are under attack and are often seen as outdated institutions from another era. But, it says: "We firmly believe that unions have an essential role to play in defending the dignity and rights of working people in a high-tech market economy."

The four-page statement urges Roman Catholic workers to become involved in their unions and says local churches should become aware of labor issues "by inviting union representatives to discuss common issues and by constructively challenging any anti-union bias that may exist."

The statement is bound to be controversial, but it will not be the first time the social affairs committee has stuck its neck out. Last year's statement on May Day—which coincides with the feast of St. Joseph the Worker—backed striking employees at six T. Eaton Co. Ltd. stores, and the committee sparked a national debate in 1983 with a scathing critique of the capitalist economy.

This recent statement says unions must be "revitalized and strengthened" to cope with the modern economy. "It is also important that labor unions develop new strategies in relation to changes

in the workplace and the realities of a high-tech age."

It continues: "We also believe that the labor movement has a major role to play—along with the churches, women's organizations, farmers' associations, native groups, social agencies, other popular organizations and related professional groups—in forming a broader social movement for the building of a new society based on social and economic justice."

The bishops say a renewed emphasis on individualism in society has produced more bias against unions. "Despite the public image of labor unions as powerful institutions, many unions find themselves in a vulnerable situation today."

The statement says the teachings of the Roman Catholic Church show that unions are "an indispensable element of social life," giving workers a democratic voice in the workplace and enabling them to strive for better public policy.

The bishops add that unions have been a major factor in promoting "some of the most progressive social legislation in this country, including medicare, social housing, unemployment insurance, health and safety regulations and consumer protection measures."

Now, however, the statement says, unions "appear to be one of the scapegoats for the present economic crisis."

(*The Globe and Mail*, April 29, 1986)

CLUW honors Vice President Kinnick as union leader



International Vice President Kathleen Kinnick (left) accepts an award in "Recognition for Union Leadership" from the San Francisco Chapter of the Coalition of Labor Union Women. Reeva Olson (right), president of OPEIU Local 3, made the award presentation.

VOTE's working for you, shouldn't you be working for VOTE!

What We've Never Done Enough Of:

Collection of VOTE funds has never approached its full potential for one key reason: In too few instances has direct, personal appeal to members been the practice. Too often, we've relied on other methods: Material distribution, mailings, gimmickry.

These approaches do have an important role to play in some fund collections—but by themselves, they'll never do the job. Their primary role should be to buttress the major and most productive means of fund raising: Face-to-face solicitation urging members to **Check if off for VOTE**.

There is no substitute for this approach to members by VOTE committee men and women, by their stewards or Local Union officers. It strengthens motivation more than any written appeal can and provides members with a better understanding—through discussion—of VOTE's role, needs and performance.

And though some members are going to say "no" whatever the pitch may be, experience where the direct approach has been taken shows it is the most useful possible way to go about collecting dollars for VOTE.

Maybe You've Tried It All Before, But If At First You Don't Succeed . . .

There is little new under the sun in the field of fund-raising. Maybe it's just a matter of emphasis. The following program might have a few wrinkles you haven't tried and could prove useful.

The suggested program assumes existence of, or capacity to organize, VOTE committees within your Locals. Without a VOTE committee, it is difficult, if

possible at all, to fix responsibility for conduct of any VOTE program.

1. Your VOTE committee should be advised that fund-raising is its primary responsibility and that the best method is the check-off. It should report to the Local Union officers on a regular basis concerning progress made, and problems encountered, in fund-raising. It would be helpful to provide the committee members with a simple reporting form they could fill out and turn in to you periodically, number of check-off signed, number of members contacted, number remaining to be contacted, number of persons involved in the drive and other useful data.

The Local VOTE committee should be encouraged to be innovative (maybe it knows, or will learn, something we don't), and to share its successful innovations with others, with you as the conduit.

2. To reach the maximum number of members with a direct appeal, the entire VOTE Committee membership should be constituted as a fund-raising sub-committee and should try to engage other interested members in getting VOTE check-off signed through a coordinated operation. Particular effort should be made to involve stewards, officers and board members and any others who come into regular contact with the members. It implies spreading the responsibility for fund-raising, wider involvement of members, and capacity to reach the entire membership face to face.

Each VOTE committee member should be made responsible for contacting several members directly. He or she should be given the names of those to con-

tact to avoid duplication of effort. He or she should attempt to convince members contacted to accept responsibility for contacting others—perhaps 5 or 10—and here, too, specific names should be provided.

In chain-letter fashion, the numbers reached increase geometrically. But there is no use kidding ourselves that such a method will function without break-downs, and it would remain the responsibility of VOTE committee members to monitor other volunteers to make sure they make the contacts they've agreed to make.

Following Up—Stretching To Get Those Last Few Dollars:

Each Local Union is the best judge of just how to go about getting the check-off money for VOTE. Whatever approach is made, however, it helps to convince the VOTE committee that once around isn't enough, and that fund-raising really is an all-year job.

Maybe a member was approached on a day he wasn't feeling well, or had troubles at home, or had worse-than-usual money troubles. Maybe he'd be more agreeable a second time around.

The point is, no VOTE check-off drive should be considered completed until those who said no on the first approach are approached at least once again.

Take Positive Action For VOTE:

With your imagination, initiative and leadership, we can do the job. Make certain that your Local Union appoints a VOTE committee. Stress the importance of the committee's function. Give all of your members a chance to contribute. Let's make 1986, and every year thereafter, a big year for VOTE.

Honor Roll

The following members, officers and staff contributed \$100 or more annually to Voice of the Electorate—the union's political action fund—as of December 1985 (many more contribute less):

Members

Enrique Abell
Anwar Alam
Walter C. Allen, Jr.
Jeff Barbernell
J. D. Bedford
Ken Bertin
Dave Blaisdell
Terry Blaylock
Gary Bleier
Matt J. Blumert
Denise Bowyer
Bill Boyle
Pat Brennan
Carrie Brown
Gerald Brown
Hank Brown
Nancy Burrows
Louise Butts
Molly Carlberg
W. Carnell
James Cash
Joshua Chalom
Stan Chapman
Alvin Cohen
Dave Cohen
Arthur Coles
Roger Collins
Michael Conner
Mary L. Craig
Victor Cruz
Jayne Cunitz
Dalton Daves
Robert Day
Gerald Dente
Elmer Dubuque
Jason Ebert
Emmett C. Etheredge
Jeanne P. Farmer
Charles Ferguson
Jose Figueroa
Terence Fisher
B. Fitzgerald
John J. Flynn
Scott Friedman
Sharon Fowler
Floris Fuchs
Leonard Furer
Samuel Furer
David Geneser
Larry Geneser
Bruce Gilpatrick
Nathaniel Golden
John Gosling
Dayton Griffith, Jr.

R. Lisa Gum
Grace Hampton
Mildred Hall
Richard Hancock
Elaine Harden
Brian Harrison
Frederick Heitmann
A. C. Helms
Anthony Hinrichs
Elizabeth Horne
Jack Horner
James Horton
A. Huskinson
Rosemary Jablonky-Mooney
Richard Jennings
James Johnston
John E. Kachalla
David Klar
Basil Lampert
Garnet Larson
Sam Latimer
William A. Lowe
Lawrence Lucas
C. P. Mammola
Joseph Manone
Barry Marks
Jack Martin
Justilian Martin
Norma Martin
W. Maxwell
W. McAllister
Robert McKenzie
Patricia McLain
Cameron Meeker
William Meinen
Lorraine L. Merli
J. Miechowicz
Louis Mintzer
Judy Moore
Gaylord D. Morris
P. Nielsen
Peggy Nolen
Bruce Patton
Dave Pecquet
Doris Pentz
Donna Peterson
Karen Porter
Manuel Ramirez
Bernard Rapoport
Norine Rembowski
Nathaniel Rice
Norman Richman
Steve Robertson
Richard Rud
Paul Rudberg
Jenny Sample
Peter Schuster

Fred Silverman
Stephen Slate
Donna Smeltser
Carl R. Smith
Darlene Sobieck
James Solomon
Joe Sparacio
Thomas Spitzig
Donald Spohn, II
Brian Stevens
Larry Stone
James Surace
Joe Swan
Lois Swanstrom
James Tharp
Robert Twietmeyer
Robert Umberger
Vincent Wan
Louis Warwick
Frank Wenger
Nancy K. West
Barbara Wilcockson
Kevin Winn
Pamela Winn
Robert Winn
Executive Board, OPEIU
Local No. 33
Executive Board, OPEIU
Local No. 35
Executive Board, OPEIU
Local No. 39
Executive Board, OPEIU
Local No. 52

Local union employees

Ennies Berke
Maureen Bo
John Brady
George A. Davis
Phyllis Day
John Dunn
Daniel Dyer
Charles A. Florey
Paul Greenspan
Steven Hartmann
Thomas P. Havriluk
John Hazel
John Heffernan
Benjamin C. Hobbs
Patricia Hoffman
Gene Holt
Melvin Koenig
Richard Lanigan
Ralph Limmer
Elias Mantalvo

Joseph L. McGee
Daniel J. McShain
Lance A. Meier
William Miller
Kathleen K. Moore
Theresa Nylin
Daniel O'Donnell
Michael L. Richards
Wayne Shelton
Kirk D. Stanford
Donald Sullivan
John A. Swadner
Michael Thompson
Patrick J. Tully
Donald Wright
Judith Zenk

International officers and staff

Billie D. Adams
Dale Badoud
James Bloodworth
Jesse Bridgewater
Kathy Burton
Carolyn Combs
John Connelly
Romeo Corbeil
William Cox
John H. Finn
Michael Goodwin
Gerald Iushewitz
Patricia Jeney
John Kelly
Kathleen Kinnick
Bill Kirby
Gary Kirkland
Jack Langford
Joseph Langis
James E. Mahoney
H. R. Markusen
Jeff Mockler
J. B. Moss
Dee Musgrove
Gwen Newton
Marie T. Nickell
Faye H. Orr
George V. Porcaro, Jr.
Mark Reader
L. J. Sheridan
Anthony Viren
Michael Walker
Richard Weaver
Gwen Wells



Convention Information

by **John Kelly**
International President

Committees

Nearly all Office and Professional Employees International Union delegates serve on committees. These committees do all the groundwork for the Convention. They prepare resolution, reports, research on which the delegates later vote they make it possible for action to proceed smoothly and efficiently.

The committees and their chairpersons for the 1986 OPEIU convention are the following:

Committee	Chair
Official Publications	William Wittal, International Vice President
Officers' Reports	Jeanne Farmer, President, Local 119
Publicity	Carolyn Combs, International Vice President
Rules	Gwen Newton, International Vice President
Organization	James Sheridan, International Vice President
Resolutions	Gary Kirkland, International Vice President
Legislation	Kathleen Kinnick, International Vice President
Constitution & Laws	J. B. Moss, International Vice President

Because of late delegate submissions by local union committee assignments were also late. It is safe to assume that you are on a committee if you were at the last convention.

Scheduled Speakers

It is anticipated that one or two more speakers, primarily political, will be scheduled to address the OPEIU delegates on legislation in Canada and the United States—legislation that will affect OPEIU members. At this issue of *White Collar* is going to press, however, the following have accepted invitations to address delegates:

Ian Dean of the New Democratic Party in Canada will speak at 11:30 a.m. on Monday, June 9.

Thomas Donahue, Secretary-Treasurer of the AFL-CIO, will address the delegates on Tuesday, June 10, at 11:30 a.m.

Joyce Miller, President of the Coalition of Labor Union Women and Vice President of the AFL-CIO, will speak at 11:30 a.m. on Wednesday, June 11.

Paul Burnsky, President of the AFL-CIO Metal Trades Council, will speak on Thursday, June 12, at 11:30 a.m.

Policy Statements

This year the Executive Board of the Office and Professional Employees International Union has prepared policy statements to submit for delegates' approval. These statements will summarize and solidify OPEIU's position on vital issues.

These issues range from apartheid in South Africa to affirmative action policies; from acid rain to job training; from the equal rights amendment to safety and health protections for the operators of video display terminals.

These policy statements replace and go beyond the usual resolutions submitted to the Convention, although delegates will take up resolutions submitted by local unions as well.

Host Local

Local 57 of Montreal, Quebec, is hosting the International Union's triennial convention. In addition to the many hotel arrangements, they have arranged a number of activities for delegates following the convention sessions. They also will be available to assist delegates with information on the city which offers many opportunities for tourists like us.

Local 57 and I look forward to seeing all of you at this Convention. Your participation in the democratic government of your union is imperative. Your members depend on it.

Convention Reminder

The Convention Call for the 1986 OPEIU International Convention should have been received by all OPEIU local unions. This is only another notice that the Convention will take place at the Meridien Hotel in Montreal, Quebec, June 9 to 13, 1986.

Some highlights you will want to mark on your calendars are these:

Saturday, June 7

- 9:00 a.m. Blues Conference
- 2:00 p.m. Committee Meetings

Sunday, June 8

- 1:30 p.m. Separate Canadian and U.S. Sessions
- 2:30 p.m. Educational Conference with workshops on Microtechnology, Union Busting, and the Quality of Worklife
- 7:30 p.m. Pre-Convention Reception

Monday, June 9

- 9:00 a.m. Convention Opens

U.S. Price Index

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

1984	
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
November	322.6
December	323.4
1986	
January	324.8
February	323.2

Canadian Index

Statistics Canada
New Base 1961 = 100

1984	
June	122.2
July	122.9
August	122.9
September	123.0
October	123.2
November	124.0
December	124.1
1985	
January	124.6
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
November	128.9
December	129.5
1986	
January	130.1
February	130.6

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