



WHITE COLLAR

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

No. 400

May-June 1981



Participants Laud Education Conferences



Pictured are participants at the Southwest-Southeast Regional Educational Conference held in San Antonio, Texas and hosted by Local 277, April 2-4.



Pictured here are the participants at the Erie Regional Educational Conference held in Pittsburgh and hosted by the Tri-State Council, May 1-3.

Record Gains

Bank Employees Score 36% Wage Hike

OPEIU Local 142 Vice President Dorothy Hurley announced a new settlement with one of New Jersey's largest banks, the Trust Company of New Jersey. She hailed the package as "the best ever negotiated for our unit" and pointed out that the 36 percent wage increase exceeded the national average for wage settlements and "was far in excess of what non-union employees were receiving." Some of the other benefits that the new contract provides are:

- general wage increases of up to 14.5 percent annually;
- \$13.00 per week boost in the maximum rates of all labor grades, in addition to the general wage increases;
- automatic progression wage increases of 5%, 6%, 7%, and 8% annually depending on length of service and the labor grade;
- new dental plan to become effective in the second year of the contract;
- a fifth week's vacation after 25 years of service;
- fully paid hospital care increased to 150 days; maternity and obstetrical care; x-ray and laboratory expenses and major medical coverage were improved 100 percent as proposed by the union;
- pension plan improvements included increasing the minimum payments and coverage for those hired on or before age 60;
- insurance coverage was increased to two times the yearly salary or four times the yearly salary in the event of accidental death;
- sick leave was increased to an accumulation of 66 days;
- part-time employees are now covered for a general wage increase and will also receive pro rata vacation and holiday benefits;

- supper money was increased and certain employees were guaranteed double time for Saturday work. Taxi fare for shift employees working beyond midnight will also be paid.

The union's task of arriving at this settlement was made more difficult because the employer had submitted 20 proposals to reduce the benefits that had been achieved in prior negotiations. The committee was resolute in resisting these tactics and after 24 hours of continued negotiations, the employer, realizing that the union did not intend to retreat, made an offer of improvement.

The negotiations were conducted by Arthur P. Lewandowski, retired International Director of Organization who is a member of Local 142, and Business Representative Lou Saladino, co-chairman of the negotiating committee. All during these trying times, he kept the membership apprised of the progress of the negotiations. However, they both stated that without the cooperation of the negotiating committee, comprised of Dorothy Hurley, Chief Steward Lucille Jenkins, Minnie Pfeiffer, Ruby Jones, Irma Poole, Elizabeth De La Vega, Diane Drew and Clifford Logan, they would not have been successful in bringing the negotiations to such a successful conclusion.

"Successful," "enlightening," "the best we've ever had" were terms used to describe the first two OPEIU 1981 Regional Educational Conferences. The more than 80 participants at the Southwest-Southeast Conference in San Antonio and 90 at the Erie Conference in Pittsburgh applauded format, subject matter, and instructors.

Both Conferences had the same general format: two workshops occurring simultaneously to allow participants a choice of topics. The following illustrates both subjects offered and instructors for each:

Southwest-Southeast, April 2-4

Grievance Handling

Gary Raffaele, Professor, University of Texas at San Antonio

Local Obligations to Union Members Under the Law

Chris Pederson, Deputy Area Administrator, LMSA, Department of Labor

How to Run Local Union Meetings and Increase Member Participation in Local Activities

Joan Suarez, President, San Antonio AFL-CIO

Arbitration: It Can Be Cheaper

Helmut Wolff, Regional Director, American Arbitration Association

Busting the Union with Forced Strikes

Mark Reader, OPEIU Director of Organization

Erie, May 1-3

Grievance Handling

Don Kennedy, Labor Education Representative, Penn State University

Safety & Health in the Workplace

Dick Hindle and Lindsey Kayman, OSHA Project, Penn State University

Local Obligations to Union Members Under the Law

William Kane, Area Administrator, LMSA, Department of Labor

Arbitration: It Can Be Cheaper

John F. Schano, Regional Director, American Arbitration Association

Busting the Union with Forced Strikes

Mark Reader

At both conferences, OPEIU International President John Kelly greeted the participants, informing them of both the state

of the union and the labor movement in general. President Kelly urged the locals both to organize and to become politically active. Coincidentally OPEIU Local 120 of San Antonio was actively involved in their mayoral campaign at the time and, in fact, successfully elected a new pro-labor candidate. (See related story page 2).

International Vice President J. B. Moss and Local 277 Business Representative Don Wright at San Antonio and OPEIU Secretary-Treasurer Bill Lowe in Pittsburgh encouraged locals to seek VOTE contributions, checkoff, and to join the President's 100 Club. The hosts—Local 277 for Southwest-Southeast and the Tri-State Council for Erie—did in fact, raise VOTE contributions from participants at the respective conferences. The winner of the VOTE 50-50 drawing at the San Antonio Conference—Dorothy "Kitty" Watkins (pictured on page 2)—donated her winnings back to VOTE to become a member of the President's 100 Club.

Participants—Southwest-Southeast

The International was represented at the Southwest-Southeast Conference by International President John Kelly, Vice President J. B. Moss, Director of Organization Mark Reader, Director of Research Gwen Wells, and International Representatives Jim Bloodworth, Bill Kirby, Jack Langford and Joe Scully. Also President Emeritus Howard Coughlin attended the Conference.

In addition to the TVA Council, locals represented included 27 (Galveston), 52 (Sheffield, AL), 66 (Port Arthur, TX), 87 (Lake Charles, LA), 119 (Chattanooga, TN), 120 (San Antonio), 128 (Miami), 153 (New York City), 268 (Knoxville, TN), 277 (Ft. Worth), 298 (Austin), 306 (Amarillo, TX), 320 (Kansas City), 381 (Oklahoma City), 382 (Houston), 383 (Baton Rouge), 403 (New Orleans), 437 (Ponca City, OK), and 465 (Alexandria, LA).

Participants—Erie

The International was represented in Pittsburgh by International (Continued on Page 2)

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

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Managing Editor



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The Issues of the '80s

Trade unionism, by its very nature and definition, requires a positive response to the question: "Am I my brother's keeper?"

From various quarters we are hearing that civil rights and human rights should be put on the back burner. Those voices do not speak for the American labor movement. They speak against the interests and the goals of workers and their unions—as well as against our allies among the civil rights and women's groups, the senior citizens, and all others who look to their government for justice.

The problem we face is clear to us all. The political friends of labor and its allies are out of power, and our opponents are in.

Nobody can accuse them of singling out any particular group to discriminate against. They are discriminating against everybody—except the truly rich and the most deserving corporations.

They claim that their only goal is to cut back social programs that have failed or outlived their usefulness.

The programs we fought for did not fail. Teaching a youngster a trade he can take pride in and earn a living at is a triumph that brings benefits to the whole society.

Seeing to it that children get the food and medical attention they need to grow up able to compete and pay their way is the cheapest and best insurance we can buy for our future.

A whole generation of black youngsters has grown up without ever seeing the odious sign that says "No Negroes" or "Whites Only." Is that failure? I say it is an advance for civilization.

Many of those youngsters will not now go to college because the Administration proposes to scotch the student loan program.

If you want to know what the civil rights issues of the 1980s are, look at the President's budget proposals.

They add up to an effort to reverse the social progress that has been won by legislative and economic action over the last 50 years.

One of the striking aspects of this assault is the frantic speed with which it is being carried out.

None of the programs being scuttled was created overnight. Most were considered and debated for years until action became unavoidable, and then for years more while Congress explored methods and funding levels.

Congress has not been asked or permitted to give the dismantling of these programs anything like the careful legislative deliberation that went into their creation. It has been asked to make, and in many cases already has made, drastic revisions in law without consideration or provision for millions of Americans who will be and are being injured in the process.

Some people have advised us to sit back and ride out the next few years. They tell us there's no point in resisting. They tell us the odds are against us—that it's a losing battle.

The labor movement isn't a game of chance. We have an obligation, a sacred trust, to do everything in our power to protect our people. We have a plain duty to do our best to head off the disasters we see in the making. And we intend to discharge that duty—win, lose, or draw.

—AFL-CIO President Lane Kirkland

Education Conference

(Continued from Page 1)

tional President John Kelly, Secretary-Treasurer Bill Lowe, Vice President Billie Adams, Director of Organization Mark Reader, Director of Research Gwen Wells, and International Representatives Jesse Bridgewater and Jay Porcaro.

In addition to the Tri-State Council, locals represented included 10 (Detroit), 17 (Cleveland), 19 (Toledo), 33 (Pittsburgh), 42 (Detroit), 55 (Toledo), 67 (Charleston, WV), 339 (Akron), 352 (Franklin, PA), 388 (Cincinnati), 393 (Flint, MI), 417 (Detroit), 422 (Chillicothe, OH), 457 (Centerville, PA), 459 (Lansing, MI), 469 (Pittsburgh), 471 (Brownsville, PA), 494 (Detroit), 502 (Oberlin, OH), and 1974 (Cleveland).

land), 19 (Toledo), 33 (Pittsburgh), 42 (Detroit), 55 (Toledo), 67 (Charleston, WV), 339 (Akron), 352 (Franklin, PA), 388 (Cincinnati), 393 (Flint, MI), 417 (Detroit), 422 (Chillicothe, OH), 457 (Centerville, PA), 459 (Lansing, MI), 469 (Pittsburgh), 471 (Brownsville, PA), 494 (Detroit), 502 (Oberlin, OH), and 1974 (Cleveland).

Portrait of a Union Activist

Shirley Dement, member of OPEIU Local 120 in San Antonio, Texas, is not only a loyal trade unionist and OPEIU member, but is actively involved in the city's and state's politics as well. She says because she and other union members have become involved, the San Antonio labor movement is no longer taken for granted, but is now a force to be reckoned with.

Dement headed the Southeast San Antonio mayoral campaign for labor-backed Henry Cisneros. She had 70 people blockwalking to reach 27,000 registered voters.

"The local's members," said Dement, "were 100 percent involved—blockwalking, addressing envelopes, making contributions. They all want to be involved, and always have. It's just that they were never asked."

Well, Dement did ask. As a result of her efforts, other OPEIU Local 120 members, and members of other trade unions, Cisneros was successfully elected to office. Cisneros, Dement said, is the first candidate (and now mayor) in San Antonio to establish a labor liaison. Dement, therefore, is hopeful that labor will have greater input into the city's political life.

Dement firmly believes in greater member involvement, not only in politics but in the community in general and, of course, in the union. "We are not satisfactorily using the resources of our members," she said. "We remain unaware of many of our members' talents, such as artwork. We need to discover those talents and use them. They are so gratified to be recognized."

Dement, who worked as a part-time secretary

for both the Ironworkers and the Carpenters unions, worked full-time on the mayoral campaign. When asked what she now plans to work on, she smiled and said, "the governor's race."



Shirley Dement, member of OPEIU Local 120 in San Antonio, Texas.

Members Practice What They Preach

In addition to the thousands of members who contribute to Voice of the Electorate (VOTE), the voluntary political fund raising arm of the OPEIU, many of the staff and officers of the union feel so strongly the need of political involvement to protect the gains made by the OPEIU that they have joined the "President's 100 Club" by contributing \$100 to the OPEIU VOTE Program.

The newspaper wishes to give these exemplary trade unionists credit and will in the next few issues of *White Collar* publish their names

so they can receive the full credit they deserve. Listed in alphabetical order they are: George Alger; James Bloodworth; Judith Burnick; Colleen M. Cole; John B. Connolly; John W. Cropper; Michael Goodwin; Gene Holt; John Kelly; Billie M. Kirby; Gary D. Kirkland; Jack Langford; William A. Lowe; Joseph F. McGee; H. R. Markusen; Norma Martin; Lance A. Meir; J. B. Moss; George V. Porcaro, Jr.; Mark Reader; Michael L. Richards; Wayne Shelton; David F. Taylor; Michael Walker; Gwen Wells; and Don Wright.

Additional contributions will be published as they are made.



Dorothy "Kitty" Watkins of Local 298 (Austin, Texas)—winner of VOTE 50-50 drawing and new member of President's 100 Club.

Councils and Locals Attend Staff Session

As promised in the last edition of *White Collar*, the following are the 27 local unions represented at the full-time staff-training session held in February at the George Meany Center for Labor Studies:

2 (Washington, D.C.), 9 (Milwaukee), 10 (Detroit), 11 (Portland), 14 (Philadelphia), 19 (Toledo), 23 (Tacoma, WA), 27 (Galveston), 28 (Chicago), 32 (Newark), 35 (Milwaukee), 67 (Charleston, WV), 106 (Groton, CT), 153 (New York City), 212 (Buffalo), 311 (Kankakee, IL), 329 (New Haven), 333 (Columbus), 337 (Palatka, FL), 391 (Chicago), 393 (Flint, MI), 417 (Detroit), 422 (Chillicothe, OH), 437 (Ponca City, OK), 494 (Detroit), 505 (Milwaukee), and 506 (San Juan, Puerto Rico).

Five Councils were represented as well: Eastern Canada, Central Ontario, Mid Canada, and Tri-State, and Tennessee Valley Authority.

Locals and Councils were frequently represented by more than one officer or staff person.

The full-time staff program dealt in-depth with organizing after the election (e.g., decertifications, forced strikes), job evaluation, safety and health in the workplace, and today's political climate.

Conferences to Go

You should be contacted shortly regarding details of upcoming conferences if your local falls into the Western, Northeast or North Central Regions. So that you will set aside those dates, however, the following conferences will occur this fall:

| | | |
|---------------|-------------|---|
| Western | Sept. 17-19 | Hilton Inn Salt Lake City, Utah |
| Northeast | Sept. 24-26 | Hyatt Regency Washington, D.C. |
| North Central | Oct. 8-10 | Knickerbocker Hotel Chicago, Illinois |

If your locals fails to receive information on the Conference details, please contact the OPEIU Research and Education Department.

International Conference Focuses On Women's Issues

FIET stands for the International Federation of Commercial, Clerical, Professional, and Technical Employees. It is an International Secretariat representing over 7 million white collar workers from 193 organizations (including OPEIU) in 82 countries. Recently FIET held its Second World Women's Conference in Washington, D.C., May 13-15. The following is a report of that Conference as received from OPEIU Local 391 Secretary-Treasurer Carolyn Combs.

The second FIET World Women's Conference held in Washington, D.C., May 13-15, 1981, was attended by 250 delegates from 66 organizations representing 52 countries. OPEIU was represented by Carmen Pow and Ebbie Hynson of Local 2 and Carolyn Combs from Local 391. Welcoming addresses were made by Heribert Maier, FIET General Secretary, and Helga Stubianek, President of the FIET Working Group for Women Salaried Employees.

Heribert Maier reported that FIET's membership of 7 million is growing steadily. Forty-three percent of the members are women and the fastest growth in union membership is now being seen in women workers. Maier said that the Women's Conference was held and the Women's Action Program was worked out because full equality of treatment for all workers could not be ensured without special policies to balance a male-biased world. He said that he is looking forward to the day when special women's working groups and conferences are no longer necessary.

Maier said the most important task before the conference was the revision of the Women's Action Program. The policies of the program should be a part of every affiliates' demands. Those demands for women include equal right to education and employment, maternity protection and parental leave, and integration of women in trade union activity.

Helga Stubianek reported that "in general," we still have to admit that equality of opportunity, equal rights for men and women, simply do not exist now any more than they have in the past."

She said that if we look at individual economic sectors, we can see a growing number of women workers in commerce, banking and in-

urance, real estate firms and offices. But, if we look closer at the range of activities, we see that women workers are not as evenly distributed among all occupational groups as are men. Stubianek said that most women are in jobs at the bottom of the hierarchy. The jobs are routine, monotonous and repetitive. They require limited skills and are poorly paid.

Stubianek spoke of the steeper climb women have up the career ladder because of their biological and social role. They are usually dismissed first due to their lower-level positions and smaller degree of education, advanced training and skills. She spoke of "blind alley" jobs women hold in business and in offices.

Stubianek reported that in many countries, women tend to work part-time because of the double load they carry. This affects their participation in trade unions.

She spoke of the importance and need of trade union organizing because of technology. She said that while technology has solved a few problems, it has also created new ones. Technology has made it possible for machines to take over monotonous, routine jobs. It has also showed a tendency toward polarization with respect to job requirements, for example more low-skilled and more very highly skilled jobs. Stubianek said that "the effects of microelectronics will become especially evident in the office and in the service sector."

In closing her remarks, Stubianek said all must work together to win equal rights for working women. "The integration of women will strengthen every trade union organization, both on the international and national level." She said that eliminating inequality, dependence and lack of freedom in all fields should be a lasting challenge to FIET.

LOCAL BRIEFS

Local 119 member James T. Reed was awarded \$2,864.10 in an arbitration case against the Tennessee Valley Authority. TVA had denied Reed a promotion in favor of a less senior employee. The case was successfully argued by Business Representative Jack McCusker.

Local 23 Business Representative Judy Zenk reports an election victory for employees at Thurston County Medical Bureau in Olympia, Washington. The employees voted May 27, 1981, to be represented by OPEIU Local 23. Zenk and International Representative Joe McGee conducted the campaign at the Bureau, which processes medical insurance claims for health care insurance carriers. This is the third victory at a medical insurance company for Local 23.

Local 2 made inroads in contract negotiations with Metropolitan Transit Authority in Washington, D.C., reports Local Business Representative Dan McShain. The 150 bus company employees won a new VOTE checkoff clause, five extra days per year for union leave, a new prescription drug program, a \$25,000 increase in major medical maximum, an additional personal day per year, additional vacation weeks for long-term employees, and a continuation of cost-of-living, among other improvements.

The chemists at U.S. Testing Co. in Richmond, Washington, recently won two victories—an election to be represented by OPEIU Local 100 and up to 33 percent in increased wages under an OPEIU contract—reports Local 100 Secretary-Treasurer Harry S. Muehlman. Once again, professionals find it pays to belong to OPEIU.

National Secretary's Day

Local 29 in Oakland, California, reports that it participated in a local television show "Soundoff" in celebration of National Secretaries' Day. Four local representatives—President Edith Withington, Senior Union Representative Alice Bartley, San Jose Executive Board Member Caroline Oliver and San Jose Area Steward Ginny Muir—discussed problems of secretaries and the benefits of OPEIU membership.

Local 105 President Melba Fiser and Secretary-Treasurer Peggy Shaver on National Secretaries' Day participated in a radio call-in program at KARN (Little Rock, Arkansas). During the free radio time Little Rock secretaries telephoned questions regarding working conditions, clerical organizing, and OPEIU specifically.

"We Make 'Em Better": Nuclear Subs



The above illustrates the presentation by Electric Boat, a division of General Dynamics (GD/EB), of a model Trident submarine to the AFL-CIO for public display. The Tridents are built by members of the AFL-CIO Metal Trades Council (MTC), which includes OPEIU. Pictured left to right are OPEIU Secretary-Treasurer Bill Lowe, OPEIU Local 106 and MTC Secretary-Treasurer Joe Quattromani, GD/EB Director of Industrial Relations Tom Sofir, Metal Trades Department President Paul Burnsky, MTC President Tom Kiddy, GD Director of Industrial Relations George Chopp, MTC Vice President Dave Belval, and MTC Attorney Bob Manning.

Ontario Locals Stress Labor Education

OPEIU Local 454 in Thunder Bay, Ontario, is now conducting for its members Professional Development Workshops, reports Local President John van Dyk. The first was held in the Spring of 1981 at the Red Oak Inn in Thunder Bay. In addition to a \$3,000 grant from the Lakehead Board of Education for administering the program, all of the Local's members were given a full day off with no salary deduction to attend.

More workshops are now being planned for the Fall of 1981. These, too, are fully funded by the Lakehead Board of Education.



Jack Playford, principal at an area high school, heads workshop on time management for members of OPEIU Local 454.

- Workshop subjects included;
- stress and physical fitness;
 - benefits and pensions;
 - time management;
 - highlights of the current contract; and
 - purposes and goals of the Professional Development Committee.

Taxing Americans (Continued from Page 4)

that tilts more of the tax relief for individuals in middle-income range—those that earn between \$10,000 and \$50,000 a year. This is the segment of the population that *should* receive more attention.

We strongly urge you to write immediately to your Senators and Representatives to protest the new and inequitable tax plan. Urge them instead to back the alternative tax plan.

After all we wanted a change, but further erosion of our wages wasn't the change we had in mind.

NLRB Appointees

For years we have seen the inequities of the National Labor Relations Act. The NLRA was originally enacted to make it possible for employees to organize. Instead the law has made it difficult and, at times, impossible for labor unions to organize the unorganized and unprotected workers. It is, therefore, surprising to us that the business community has called the Board "anti-business and pro-labor." And, in an effort to correct this "deficiency," two strongly supported business candidates have been nominated by the White House to the NLRB.

John R. Van de Water, a management consultant from California, has been nominated to be the next NLRB chairman. The other nominated appointee is Robert P. Hunter, who was legislative director and labor committee counsel to Senator Orrin Hatch, who has always opposed AFL-CIO policies. As Hatch's labor relations adviser, Hunter played a major role in the 1978 defeat of union-sponsored amendments to the NLRA.

Our consolation is that the appointments are for five years only. In 1984 we again will be able to exert the power of the ballot box. In 1982 we can do it by electing pro-people nominees to the House of Representatives. Your wages, your working conditions, your homelife, and your UNION depend on it.

Help us insure there is a change for the better by contributing to Voice of the Electorate (VOTE).



from the desk of
**PRESIDENT
JOHN KELLY**

Taxing Americans' Patience

OPEIU and the American labor movement have successfully beaten back an attempt by the Internal Revenue Service to impose a tax on the fringe benefits of America's working people. We wondered how anyone could support such a tax on everything from transportation allowances to tuition assistance while promising to cut taxes.

But, several Congressmen were sensitive to the needs of working people. Because of our actions, Senators Moynihan of New York, Symms of Idaho, Jackson of Washington, Baucus of Montana and Boren of Oklahoma proposed Senate Bill 1229, which would have established a one-year moratorium on such taxation; while Representative Collins of Texas proposed a permanent moratorium in the form of H.R. 741.

Once it became clear from the public outcry that such taxation could not pass at this time, the IRS itself postponed implementing the new regulations until 1982. The fight is, therefore, not over; it is only delayed.

The battle, however, proved the power of the people and the OPEIU when we rallied to fight injustice. It proved that Congressmen and government agencies are indeed swayed by public opinion. It proved that *your* vote, opinions to *your* Congressmen, and *your* VOTE contributions count.

Time for a Change

Your vote counted in November, too—when pro-business and anti-people candidates were elected to the Administration and to control of the Senate. Why not? We all wanted a change. We were tired of unemployment, inflation and rising taxes. While unemployment and inflation are still abnormally high, I would like to talk about one change—the newly proposed tax package.

I should first inform you that you were never to receive a 25 or 30 percent reduction in taxes paid. The reduction was only to be on the tax RATE. There's a considerable difference.

Now, what about that tax package that is supposed to ease the burdens on Americans? First, perhaps, we should ask *which* Americans. Well, it's not OPEIU members.

While on the surface it appears that these tax cuts will benefit everyone, not surprisingly the benefits are actually slanted towards the segment of our population that need them least—the upper-income earners. Out of \$67 billion in individual income tax cuts scheduled for 1984—when the program will be fully implemented—the greatest savings will be realized by people earning over \$50,000.

At a closer glance, the personal income tax cut does not mean that all taxpayers will have a smaller tax bill. The effect of inflation will push taxpayers into higher tax brackets, and the increase in the social security tax, already approved by Congress, will actually increase some individual's overall tax bill. Not surprisingly, these effects will hit lower and middle-income workers the hardest.

For example, even when the plan is fully implemented, taxpayers earning \$20,000 will have received a new tax increase, rather than a decrease, whereas an individual earning \$50,000 in 1984 will receive a tax break close to \$1,000 (see table below).

The Impact of the Tax Plan,
Social Security Tax Increase, and
Inflation on Taxes Owed

| INCOME | Changes in Tax Burden, 1984 |
|--------------------|-----------------------------|
| Under \$10,000 | \$ 125-tax increase |
| \$ 10-\$ 15,000 | \$ 83-tax increase |
| \$ 15-\$ 20,000 | \$ 18-tax increase |
| \$ 20-\$ 30,000 | \$ 26-tax break |
| \$ 30-\$ 50,000 | \$ 84-tax break |
| \$ 50-\$100,000 | \$ 756-tax break |
| \$100-\$200,000 | \$ 4,408-tax break |
| \$200,000 and over | \$19,427-tax break |

Note—These calculations are based on a 30 percent tax cut over three years, as originally proposed by the Administration. The recent proposals—a first year cut of 5 percent and a three year package totalling 25 percent would reduce the changes in the tax burden by a small amount, but the pattern will remain the same.

Fortunately, a band of Congressmen, led by House Ways and Means Committee Chair Dan Rostenkowski, have drafted a bill
(Continued on Page 3)

Gains Impressive

Dowling College Inks First Pact

OPEIU Local 153 members at Dowling College (Suffolk County, N.Y.), have obtained substantial and impressive gains in their recently negotiated first agreement. After a lengthy organizing drive in which they faced a union-busting consultant, these new members have reaped the benefits of unionization and an OPEIU contract. Part of those benefits in the two-year pact includes an 18.5 percent wage hike. Additional benefits, reported by Local 153 Business Representative John Dunn include:

- a progression system for all full-time employees to enable them to reach the maximum of their pay grades, effective January 1, 1982;
- continued total payment of the health and hospitalization plan by the College, with the addition of optical, dental, and an increase of major medical coverage to \$100,000 on July 1, 1981;
- provisions that, if the College faculty receive any further improvements in health coverage, the same improvements will be extended to the Local 153 membership;
- union security through a union shop provision;
- more than doubling of the salary increase received for a promotion;
- the addition of 3 days off with pay during the Christmas recess—a benefit which had been taken away from employees prior to their joining Local 153;
- grievance procedure with arbitration;
- protection for employees in case of layoffs; and
- overtime after 35 hours (prior policy had been overtime after 40 hours).

In addition to these gain, Local 153 was also able to fight back proposals by the College which included: an increase in summer work hours from 32½ to 35 hours per week; reduction of sick leave benefits; and reduction of vacation benefits. Turning to the offensive, Local 153 was able to maintain all of the prior benefit levels for employees—including tuition remission.

Assisting Local 153 Business Representative John Dunn in negotiations was an elected committee of Chief Steward Barbara Belinsky, and Shop Stewards Joseph Raffaele and Ruth Shepard. Through their perseverance, the Local 153 members at Dowling College have gained a contract of which all can be proud.

Texans Fight Inflation; Gain 30 Percent in Wages

Members of Local 277 in Waco, Texas have gained 30 percent in wage increases in their new three-year agreement with Owens-Illinois Glass Company, reports International Vice President and Local 277 Business Manager J. B. Moss. In addition, he said members who have not reached maximum will receive an additional \$80 per month in the contract's third year.

Thanks to OPEIU Local 277, members at Owens-Illinois are keeping pace with inflation and have been since they first organized in 1965.

Although numerous contract

improvements were achieved, Moss cited specifically

- an improved labor grade structure for all classifications with several members receiving inequity wage adjustments;
- promotion increases increased to \$50 or 10 percent, whichever is greater; and
- additional time off should bereavement occur during vacations.

Ervin Hoeldtje chaired the negotiations committee. He and the committee were thanked by Moss for their contributions to this settlement.

Local 459 Member Nets \$28,000

Local 459 member Ron Garlock recently won a whopping arbitration settlement—reinstatement with backpay of over \$28,000—and thereby learned the true benefits of OPEIU representation. The arbitrator, convinced by the arguments of International Representative Jay Porcaro, also awarded Garlock interest on his backpay of 12 percent.

Garlock was unjustly discharged from his position as client advocate by his employer, the National Council on Alcoholism (NCA-LRA) in Lansing, Michigan. According to Porcaro, "Mr. Garlock was one of the professional staff at this agency since 1973, and was one of Local 459's key contacts and activists during the organizing campaign. While his discharge was probably based in part on those past activities, more recently he became politically involved."

Following his victorious reinstatement, Garlock received partial payment with the more than \$22,000 balance to be paid in monthly installments. To insure further payments, according to Porcaro, the Local sought to secure a lien against

the Council's two property holdings. "However," said Porcaro, "there was not enough equity." The Local is, therefore, examining the possibility of a lawsuit, requiring the Council to guarantee payment. "The Local and Garlock," he continued, "have no desire to put an unreasonable financial burden on the Council. They are willing to accept deferred payments, but in doing so want a guarantee of payment of Garlock's earnings."

Since during all of these proceedings the "meter continues to tick," Local 459 member Ron Garlock could eventually receive payments in excess of \$30,000.

U.S. Price Index

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

| | |
|-----------|-------|
| 1980 | |
| January | 233.3 |
| February | 236.5 |
| March | 239.9 |
| April | 242.6 |
| May | 245.1 |
| June | 247.8 |
| July | 248.0 |
| August | 249.6 |
| September | 251.9 |
| October | 254.1 |
| November | 256.4 |
| December | 258.7 |
| 1981 | |
| January | 260.7 |
| February | 263.5 |
| March | 265.2 |
| April | 266.8 |
| May | 269.1 |

Canadian Price Index

Statistics Canada
New Base 1971 = 100

| | |
|-----------|-------|
| 1980 | |
| January | 200.1 |
| February | 201.8 |
| March | 204.0 |
| April | 205.2 |
| May | 207.6 |
| June | 209.9 |
| July | 211.5 |
| August | 213.5 |
| September | 215.4 |
| October | 217.3 |
| November | 220.0 |
| December | 221.3 |
| 1981 | |
| January | 224.1 |
| February | 226.4 |
| March | 229.4 |
| April | 231.1 |
| May | 233.2 |

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