



WHITE COLLAR

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

No. 398

January-February 1981



OPEIU International President John Kelly and training session leader Dick Wilson, assistant to the director of Organizing and Field Services, AFL-CIO.

Missouri Local Tackles Busters

"We are committed to organizing; we will not become stagnated," vowed President Pat Douglas and Business Representative Pat O'Toole of Local 13.

This Local of approximately 1,200 members in Hazelwood, Missouri, has refused to knuckle under to the union busters. And, they have taken on one of the most highly touted anti-union firms—McMahon, Breckenridge, Berger and Linihan—in a campaign to represent the workers at Rexall Drug in St. Louis.

"We know if we do not stand up to them, our organizing efforts in St. Louis will come to a standstill," Douglas said.

The law firm, as is typical in such campaigns, is engaging in stalling tactics, effectively denying the employees their right to an election. The Local has already been forced to spend 120 hours in the preliminary Board hearing, with at least another 100 hours to go.

According to O'Toole, the Local has done extremely well in these hearings, and the people have remained strongly behind the union. But, the costs are staggering. With the help of an International subsidy, (Continued on page 4)

Training Session

How to Bust the Union Busters

The mood of corporations has changed from one of tolerance of unions to hostility as companies no longer accept collective bargaining as a legitimate institution, but instead strive to inhibit further unionization of their plants, if not rid themselves of unions altogether. In response to this changing mood, a multi-billion dollar business has emerged: the anti-union consultants and law firms, i.e., the UNION BUSTERS.

This new anti-union industry and its strategies have plagued all U.S. and Canadian unions, effectively defeating union organizing drives and denying numerous workers their right to representation and workplace democracy. For that reason, OPEIU scheduled a full-time staff training session in Toronto on the problem September 24-26.

The session was conducted by Dick Wilson, former OPEIU shop steward (Local 212) and current assistant to the director of the AFL-CIO Department of Organization and Field Services.

Wilson led the staff members and organizers through step-by-step organizing campaigns, emphasizing typical "buster" strategies, appropriate and successful union tactics, campaign targetting, rerun elections, and second elections.

Wilson stressed throughout that no union organized just to organize. The ultimate goal, he said, was to obtain a contract. For that reason, locals were urged: 1) to do their homework on the company and 2) to avoid small units where the ability to get a contract becomes more difficult and servicing problems increase. The message was clear: never organize members you cannot adequately represent.

It was also clear from participants' responses that this was one of the most successful and productive training sessions held by the OPEIU to-date. The only complaint received was that "it was too short."

In closing the session, International President John Kelly noted that sessions in the past had provided instruction on a variety of subjects. In the future, he said, we have decided to change the format and make in-depth studies of one or two issues of mutual concern.

"Organizing and the union busters," he said, "is particularly timely, since our Convention recently committed the Union to an all-out organizing effort and since the consultants are one of the greatest threats faced by unions today."

Kelly thanked Dick Wilson for the excellent presentations, Research Director Gwen Wells for setting

up the session, and International Vice President Gilles Beauregard for handling details such as hotel and conference accommodations.



Session participants Vice President Gwen Newton and International Representative Jesse Bridgewater.

In addition to international officers and staff, Locals represented at the Toronto training session included: 2 (Washington, D.C.); 6 and 453 (Boston); 9 (Milwaukee); 11 (Portland); 12 (Minneapolis-St. Paul); 14 (Philadelphia); 17 (Cleveland); 28 (Chicago); 30 (Los Angeles); 32 (Newark, NJ); 33 (Pittsburgh); 42 (Detroit); 57 (Montreal); 67 (Charleston, WV); 87 (Lake Charles, LA); 95 (Wisconsin Rapids).

Locals 119 (Chattanooga, TN); 131 (Toronto); 153 (New York City); 179 (Chattanooga, TN); 210 (New York City); 212 (Buffalo, NY); 277 (Fort Worth); 320 (Kansas City); 333 (Columbus, OH); 343 (Toronto); 378 (Vancouver, BC); 391 (Chicago); 397 (Regina, Sask.); 417 (Detroit); 434 (Montreal); 468 (London, Ont.).

Councils represented included Midwest, Eastern Canada, Mid-Canadian, Central Ontario, and the TVA Councils.

Organizing—Part II

Because of the tremendous response to the Toronto training session and because of the need for additional education on this increasingly important topic—union-buster strategies—International President John Kelly announced a follow-up course on the topic.

The February training session, which will be held at the George Meany Institute for Labor Studies in Silver Spring, Maryland, will focus on Organizing Part II, or Post-Election Organizing. The course will deal primarily with decertification elections and forced strike situations.

In addition, a course will be conducted on Job Evaluation, a topic requested by numerous OPEIU locals.

Kelly also announced that there will be two evening sessions—one with speakers from the AFL-CIO and CLC to discuss the legislative agenda in the Parliament and Congress and another with a representative from the National Institute on Occupational Safety and Health to discuss the recently released research findings on video display terminals.

Kelly urged all OPEIU locals to send staff or officers and said details could be obtained from Gwen Wells of the OPEIU Research Department.

Seasons Greetings

In reflecting back over the past year, OPEIU members in Canada, the U.S. and Puerto Rico can be proud of their many achievements—in negotiations, organizing the unprotected workers, legislative gains, and aid to other union struggles (such as J. P. Stevens).

In 1981 we look forward to even greater progress for all our members—future, present and retired.

We wish each of these, as well as all OPEIU staff, sincerest seasons greetings. Have a bright and prosperous New Year!

John Kelly,
President

William A. Lowe,
Secretary-Treasurer

Vice Presidents:

Gerald D. Iushewitz
Kathleen Kinnick
Gary Kirkland
James Mahoney
Harvey R. Markusen

J. B. Moss
Gwen Newton
L. J. Sheridan
Fred A. Trotter
William P. Wittal

Arthur P. Lewandowski,
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W. Charles Harris

J. O. Bloodworth
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WHITE COLLAR

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

JOHN KELLY President

WILLIAM A. LOWE Secretary-Treasurer

POSTMASTERS, ATTENTION - Change of address Form 3579 should be addressed to: Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20006. (202) 393-4464.

GWEN WELLS Managing Editor



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J. P. Stevens Workers Win Contracts; Boycott, Corporate Campaign Ended



ROANOKE RAPIDS, N.C.—A cheering, jubilant crowd of J. P. Stevens workers roared their approval of a union contract here Oct. 19. The contract brings them fundamental union protection and benefits including seniority, arbitration, a grievance procedure, shop stewards, safety committees and a 19.35% back pay settlement.

Later the same day, the same basic contract was ratified unanimously by Stevens workers in High Point, N.C., Allendale, S.C., and West Boylston (Montgomery), Ala., where negotiations on specific local issues are under way. In all four locations, some 3,500 Stevens workers in 10 plants are now covered by Amalgamated Clothing and Textile Workers Union (ACTWU) contracts.

As part of the national settlement agreement between ACTWU and Stevens, announced simultaneously in New York, ACTWU has terminated the four-year consumer boycott of J. P. Stevens products and the Corporate Campaign in which Stevens' various business and financial ties were publicized and protested. (See letters below.)

The workers gathered at Roanoke Rapids High School here to ratify the historic 2 1/2-year contract with the company, whose officials had vowed for almost two decades that they would never sign a collective bargaining agreement. The ratification came six years and two months after Stevens workers chose the union in an

NLRB-supervised election at the seven plants which were the inspiration for last year's award-winning movie, "Norma Rae."

Under the terms of the agreement, workers here won more than \$3 million in back wages unlawfully withheld from their pay in the last two years. They will get a retroactive hourly pay increase of 19.35% and will receive sums averaging \$1,300 per full-time worker, payable in November.

The agreement provides that in the next year-and-a-half, Stevens must offer the same basic contract to workers in any of its 70 non-union plants who organize a union that is certified by the NLRB. ACTWU agreed not to "single out Stevens as its primary organizational objective in the textile industry" and not "to treat Stevens differently from any other textile organizing target," but the union's general officers vowed to "continue a dynamic organizing campaign" in the non-union plants.

VDT Update

Locals Educate and Negotiate

In a number of recent issues we reported on the health hazards associated with video display terminals (VDTs) and the solutions needed to ease the strains on our members working with these machines. Several concerned locals have begun to educate their members on this issue and to gain protective contract language. The following illustrates this new concern:

Expert Addresses TVA Council

The present influx of video terminals into the nation's businesses is posing a new series of health hazards to workers in this country, according to Dr. Jeanne Stellman, associate professor of public health at Columbia University. Stellman made these remarks during a meeting of the OPEIU and the TVA Council on October 29.

Meeting these new threats head-on is "an absolute top priority in a race against automation when it's clear computers will have a major part of work in the coming decades," she said.

The problems lie in the fact that since such machines are most often being placed in existing work areas with no real change in set-up, the surrounding environment may be detrimental to a VDT worker's health.

According to Stellman, the most common complaints of VDT workers are eyestrain, pains in the neck and back, blurred vision, headaches, dizziness and nausea or problems with glasses and contact lenses. Special consideration of such factors as lighting and seat design can lessen these problems, she said.

Stellman addressed other safety and health topics, including workplace design, job stress, the plight of women in the workforce today, and "deskilling" of technically trained professionals.

TVA, at the request of OPEIU, contracted Dr. Stellman to speak to the group in an effort to make employees more aware of their environment and to improve working conditions of TVA employees, according to International Vice President Charles Harris.



15 UNION SQUARE • NEW YORK, N.Y. 10003 (212) 347-0700

John Kelly, President Office and Professional Employees International Union Suite 610 263 West 14th Street New York, N.Y. 10011

Dear Brother Kelly:

On behalf of the thousands of workers at the J.P. Stevens Company and the Union as a whole, we want to express our appreciation for the great help you provided during the long struggle for a union contract at Stevens which has finally been achieved. This special edition of Social Justice contains details of the basic settlement and specific contracts which the workers now enjoy.

It is our view that the consumer boycott, the corporate campaign, and the other elements of the public campaign which required constant support from organizations such as yours, were an essential part of this success. It is heartening to know that a broad coalition of conscience can still be mobilized to pursue an issue of basic justice.

The victory for the workers at Stevens will serve two very important functions. First, it tells the rich and the powerful that the laws of the land cannot be ignored. Second, it tells unorganized workers, in the South and elsewhere, that tactics of fear and abuse of their rights will not prevail.

Please convey our thanks and congratulations to everyone in your organization who contributed to this effort.

Sincerely and Fraternally,

Murray H. Pilely, President; Bill Steinhilber, Senior Executive Vice President

Jacob Shoyman, Secretary-Treasurer; Scott Hoyman, Executive Vice President

/s/ OPEIU 193

Table with names and titles of various individuals involved in the Stevens contract process.



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MR JOHN KELLY, PRESIDENT OPEIU AND PROPEINTL TOYL LATER FOR A FOLLOWUP BY NTR DIC AKA ICRN AT 10011

WE ARE PLEASED TO ADVISE YOU THAT A SETTLEMENT HAS BEEN REACHED BETWEEN THE AMALGAMATED CLOTHING AND TEXTILE WORKERS UNION AND THE J.P. STEVENS COMPANY, AND THAT A COLLECTIVE BARGAINING AGREEMENT HAS BEEN REACHED...

SUBSTANTIALLY THE SAME CONTRACT WILL BE APPLIED TO THE STEVENS PLANTS IN ALLACADE, S.C., HIGH POINT, N.C., AND WEST BOYLSTON, ALABAMA UNDER NEGOTIATION BY THE APPROPRIATE LOCAL UNIONS IN THESE LOCATIONS.

ACCORDINGLY, THE CANCELLATION OF STEVENS' BOYCOTT SHOULD BE MADE EFFECTIVE AT ONCE.

WE WISH TO THANK YOU FOR YOUR PART SUPPORT OF THE BOYCOTT MOVEMENT, WHICH HAS BEEN INSTRUMENTAL IN SECURING SOCIAL AND ECONOMIC JUSTICE FOR THOUSANDS OF SOUTHERN TEXTILE WORKERS.

FRATEERNALLY,

LANE HINDLING, PRESIDENT, AFL-CIO

ROSE PAT

GC-CPPP

Joy Mfg. Contract

In an effort to address these problems Local 352 of Franklin, Pennsylvania sought protection for VDT operators in the recently negotiated contract with Joy Manufacturing. International Representative Jay Porcaro reports that the Local was successful in obtaining a provision for eye care for the operators.

The contract, covering 185 clerical workers, requires the company to bear the cost of eye examinations every two years for all employees who spend 60 percent or more of their time using VDTs. In addition, the company also agreed, as a non-contract term, to install shields on the terminals to reduce glare.

Although this is not all the Local hoped to win, Porcaro reports that they hope to make further in-roads in the next round of bargaining.

Any locals seeking to negotiate safeguards for operators of video display terminals may obtain model contract language from the OPEIU Research Director Gwen Wells. Further information on the hazards may also be obtained from the Department.

OPEIU VPs Lead on Women's Issues

Kathleen Kinnick and Gwen Newton, International Vice Presidents, have continued to lead the fight for women's issues both in California and the U.S. Kinnick has, for example, recently issued an appeal to women trade unionists to participate in the national political campaign, organized both a sexual harassment seminar and a women in the workforce conference, was instrumental in obtaining hearings in California on the issue of equal pay for work of comparable value, and spoke to the Professional Women's Foundation on women in the labor market.

Sexual Harassment

Kinnick organized a seminar on sexual harassment at the California Labor Federations' Women-in-the-Work Force education conference October 17-19. The workshop took up such issues as consciousness-raising relating to sexual harassment and how to identify on-the-job sexual harassment and what the union can do about it.

Women-in-the-Work Force

Leading the panel discussions on organizing at the Conference was OPEIU International Vice President Gwen Newton, also secretary-treasurer and business manager of Local 30 in Los Angeles. Newton, who is also a member of the Executive Board of the National Coalition of Labor Union Women and a vice president of the Executive Board of the Los Angeles County Federation of Labor, made a presentation on the

(Continued on page 4)

OPEIU LOCALS — IN ACTION

Golden Gate Wins Local 3 Representation

The National Labor Relations Board has certified OPEIU Local 3 as the winner in a disputed organizing drive at Golden Gate University in San Francisco.

The year-long organizing campaign, initiated by the Local, ended last March with a disputed election in which the university challenged on the basis of eligibility 15 of the 84 employees voting.

On October 8, the NLRB overruled the challenges. When the ballots were counted at the Board offices, the Union won 41 to 38.

OPEIU International Representative Richard Holber called the university's objections "a stalling tactic on their part." He also predicted that contract negotiations would begin "without too much difficulty" due to "the public posture of the university."

Golden Gate Personnel Director Wiley, however, indicated the university might file additional challenges, thereby engaging in additional stalling tactics which would deprive the employees of their right to representation and bargaining. He refused to be specific on the nature of the charges.

Local 2 Members Exceed Wage Average

Members of Local 2 and employees of the International Brotherhood of Painters and Allied Trades in Washington, D.C., have made substantial gains on wages, reports Local Secretary-Treasurer Emmet C. Etheredge.

The Local achieved increases of 10 percent in each of the two years of the agreement. This exceeds the 9.7 percent average achieved in collective bargaining in 1979. If the cost-of-living, however, exceeds 10 percent in the second year the members will receive a 12 percent increase.

In addition, programmer was added to positions covered by the contract; while the computer operator position was raised from grade 3 to grade 4 and audit clerk from grade 2 from grade 1.

Finally, employer contributions were raised from 30¢ to 50¢ per hour for the pension fund, and union meeting leave was changed from "each quarter" to "each month."

Shop Steward Margaret Campbell and Staff Representative Daniel J. McShain assisted Etheredge in the negotiations.

*On Dancer, on Prancer, on Donner,
on Blitzen, on Christmas:*



If union Santas don't look for a gift with the union label, who will?



General Dynamics Employee Gains \$8,125 and Reinstatement

Charlotte Ford, member of Local 277 and General Dynamics employee in Ft. Worth, Texas, has won reinstatement and backpay of \$8,125 in an arbitration dispute against the company. The case is particularly noteworthy because of its complexity and the fact that it was successfully argued, not by attorneys, but by officials of OPEIU Local 277, including Business Representative Don Wright.

Ford was discharged April 28, 1980, by GD for "insubordination and conduct unfavorably reflecting upon the Company." The hearing occurred October 2, while the award finding the discharge to be improper was issued October 21, 1980.

To oversimplify a complex situation: Ford was discharged for assisting the Management Association on company time, for calling herself the Associations' Assistant Manager of Tickets and Collections although no such title existed, and for representing herself as Association Vice President and official representative of the Officers' Club to Air Force officials.

Point by point, the arbitrator found: 1) that Ford had received "conflicting signals" from management representatives—some encouraging her Association

work on company time, while others discouraged such work; 2) the company had not applied progressive discipline, since Ford was given three verbal warnings about such work with no threats of more serious action; 3) that Ford was introduced by the Manager of Tickets and Collections as his assistant; and 4) that although she had misrepresented herself to Air Force officials, it had neither financially hurt the Association, the company, the Officers Club, or any individuals. It has also caused no damage to the business relationship between the Air Force and the company which serves as defense contractor.

Local 260 Thanks Members for Aid

THE OFFICE OF PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL #260
WATERVILLE, ME 04901

November 21, 1980

Mr. John Kelly
President O.P.E.I.U.
Suite 610
165 West 14th Street
New York, NY 10011

Dear President Kelly:

I'm writing to you today with good news for a change. Our members have been back to work over a month now, our 16 week sympathy strike is behind us, and with the help of Representative John Connolly, we successfully negotiated a two-year contract agreement, and our members accepted the package on November 12, retroactive to June 1, 1980.

However, none of the above-mentioned accomplishments in this difficult year, can surpass the tremendous response we received from our brothers and sisters of the O.P.E.I.U. to your financial appeal on our behalf. We are truly overwhelmed by their generosity and genuine concern for our welfare.

Many letters accompanied their checks, and we were deeply touched by their heartfelt good wishes and words of encouragement. Every letter is brought before the membership. We will acknowledge each and every one personally, but would ask you to please pass on to your future commandation to all O.P.E.I.U. local unions, our sincere and heartfelt gratitude for their financial support, but even more important, for confirming our belief in the principles of unionism. This is what it's all about!

Thank you!

with best wishes.

Sandra Raymond

Sandra Raymond, President
O.P.E.I.U., Local #260

Georgia AFL-CIO Honors Local 21

The members of OPEIU Local 21 were recently honored at the Georgia State AFL-CIO Convention for participation in the COPE/VIP Program. Local 21 President Ruth Stanley accepted the award from Miss Ann Vincent, director of the Georgia State AFL-CIO VIP Program and a member of Local 21. The award was presented for more members volunteering their time in the VIP Program than any other local union in the State of Georgia.

Jane Brown, recording secretary of Local 21, received an award for having worked more hours than any other volunteer in the State of Georgia, while members Alice Cochran and Mary Burkes were also honored. In all, OPEIU Local 21 had a total of 20 members actively participating in the program.

Farrell Lines Settle With Local 2

The employees at Farrell Lines in Baltimore, Maryland, have successfully concluded negotiations on a new contract, according to Local 2 Staff Representative Dan McShain.

"We are especially pleased with our gains on financial items, that is, wages and fringe benefits," McShain said. "In these times of escalating inflation, we felt these to be most important."

(Continued)

Farrell Lines

(Continued)

In highlighting the agreement, McShain reported wage increases of 9 percent in the first year, with a new step increase effective May 1, 1981. The employees will receive an additional 9.5 percent increase effective November 1, 1981, and another step increase May 1, 1982.

McShain also proudly announced that the employees were the only group within the company to obtain vision care and dental benefits. In addition, they will increase their major medical coverage from \$25,000 to \$50,000, effective May 1, 1981.

Finally, the employer's pension contribution will increase to \$10 per week.

LOCAL BRIEFS

Local 417 members Bernard Kelsy and Norris Hamilton have been reinstated to their positions at Friendship Manor Nursing Home in Detroit as the result of a winning arbitration case, reports International Representative Jesse Bridgewater who handled the case. This again proves the old axiom: "It doesn't cost to belong to OPEIU, it pays."

Robert J. Kelley, president of the Greater St. Louis Labor Council, has been elected to the board of directors of Landmark North County Bank and Trust Co. The bank is one of two banks in the St. Louis area which employs members of OPEIU Local 13. The other is Landmark Northwest Plaza Bank.

Kelley said, "... in light of the fact that Landmark North County employs OPEIU union members, I am honored to have been chosen to sit on the board of directors." He noted that both Landmark banks have contracts with Local 13.

To sharpen their skills local staff and officers attended a program "The Union Administrator and Business Agent" at the George Meany Center for Labor Studies. OPEIU attendees were Kathy Kocan of Local 2 (Washington, D.C.), Pat Tully of Local 32 (Union, N.J.), Patrick Ryan of Local 855 (Edison, N.J.), and Benerie Austin of Local 417 (Detroit, MI).

The office employees at Hart Press in Long Prairie, Minnesota, voted to be represented by Local 12 on October 31, reports the Local's Business Manager H. R. Markusen. He said the 20 employees "are especially to be congratulated because they had experienced severe pressures from the company and the business community throughout the campaign."



from the desk of
**PRESIDENT
JOHN KELLY**

Reagan Victory

OPEIU would like to congratulate President-elect Ronald Reagan on his overwhelming victory in the November 4 election. Clearly the nation has spoken its desire for a change—for an end to runaway inflation and unemployment and for an improvement in the diminished status of the United States in the world community.

The OPEIU is anxious to work with the Reagan Administration to achieve these goals. We will make every effort to work with government and industry alike on these pressing problems facing America today.

We are, in addition, glad to see that President-elect Reagan is off to a good start in Washington, conferring with both Democrats and Republicans, Senators and Congressmen, trade unions and business groups. He and his Administration are taking positive steps to include all factions in the decisionmaking process. This, we feel, is important in achieving a government truly representative of all the people and in uniting the nation after a bitterly fought election contest. OPEIU looks forward to participating in this unification effort.

Responsible Representation

OPEIU and the trade union movement have traditionally supported the candidate whose philosophy has consistently been pro-labor and pro-worker. American workers have made their greatest gains—Davis-Bacon, minimum wage, unemployment insurance, workers compensation insurance, not to mention major legislation like the Civil Rights Act, Medicare and social security, under such administrations.

The OPEIU Executive Board paid close attention to these records in making its 1980 endorsement for U.S. President. In order to responsibly represent our members and American workers, we will continue to take such stands in the future.

Many of our members, too, worked tirelessly in the recent campaign. We would like to take this opportunity to express our appreciation for these efforts.

Senate Wipeout

At the election finish, hard-line conservatives were in control of the Senate and the chairmanships of key Senatorial committees. Many of those defeated were the most staunchly pro-worker, pro-union and pro-people. Several, like Birch Bayh, Frank Church and Gaylord Nelson, had been earmarked for defeat years ago by the "New Right" which pumped millions of dollars into the campaigns.

We likely will not feel the immediate impact of the shift in power, but the conservative majority has made it clear that among the first targets will be the Davis-Bacon prevailing wage law, the minimum wage for teenagers, the Occupational Safety and Health Act, aid to cities, and jobs programs.

There is no question that our job will be made more difficult with the conservatives in control. But, the labor movement today is more united than it has been in the past. Because of that unity and the strength of our convictions, according to AFL-CIO President Lane Kirkland, labor has "no intention of tucking its tail and hiding for four years, nor even of simply trying to hold on by our fingernails in the hope that the next election will bring in more sympathetic administrators." We agree.

Where Do We Go From Here?

We must become even better and earlier organized for election campaigns and around legislative issues. We must each and everyone contribute to VOTE. And, we must turnout the voters. In this last election only 52.9 percent of the eligible U.S. voters cast their ballots—the lowest since the 51.1 percent of 1948. Clearly the low turnout contributed to the recent victories. We may not be able to match the conservatives' big bucks, but we certainly have the numbers.

VPs Lead on Women's Issues

(Continued from page 2)

"Effective Use of Women's Issues" and "Working with Women's Organizations."

Equal Pay for Work of Comparable Value

The California Commission on the Status of Women has voted to conduct public hearings on the issue of "Equal Pay for Work of Comparable Value," at the urging of Kathleen Kinnick, among others.

To underscore the need for hearings on the equal pay issue, Kinnick pointed out that:

- Unorganized women earn only 59 percent as much as men;
- Women are still concentrated in just 20 of the 420 occupational classifications listed in the Labor Department's Dictionary of Occupational Titles; and that
- Three-fourths of all working women are employed in services, finance, real estate, retail trade and light factory work—or what sociologists call the "girls ghetto."

"Opening the comparable worth issue to public hearings in California," she said, will help "to identify the sources and causes of pay inequities involving women workers and minorities and provide a method of developing appropriate remedial actions."

Women's Professional Foundation

Addressing herself to the recent influx of women into the U.S. labor market, Kinnick pointed to the problems faced by these women—concentration in "girl job ghettos," the disparity between women's and men's wages, the fallacy that women are working for "pin money" rather than out of economic necessity, and the introduction of new technology which is displacing workers and has disproportionately affected these newly hired women employees.

Kinnick praised the labor movement and especially OPEIU for pushing for legislation to protect these women workers, legislation which included the Pregnancy Disability Act of 1978 and the EEOC guidelines on sexual harassment.

To gain opportunities for advancement, Kinnick stressed that women have to organize into trade unions. "Labor's role," she said, "has been an important one, not only in helping to develop job training and placement programs for women and other disadvantaged, but in providing a favorable climate through enactment of legislation and through legal action arising out of the collective bargaining structure, which has made it possible for women to pursue the objective of equality in the workplace."



V.P. Kinnick at the Women in the Work Force Conference with Alan Kistler, director of the AFL-CIO's Organizing Dept.; Mary Bergen of the AFT; Albin J. Gruhn, president of the California Labor Federation; and LaRene Paul, area director of CWA.

Local 13 vs. Busters

(Continued from page 1)

however, the Local hopes to see a quick and successful resolution of the case.

Finally, this same Local has petitioned for elections at two other companies—an electric cooperative and a dental group.

Obviously Local 13 is a gutsy Local with a strong commit-

ment to Missouri workers and to OPEIU. It is a Local that has recognized the benefits of increased organization—to protect the gains made by its current members and to protect the rights of the unorganized employees.

U.S. Price Index

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

1979		
June	216.9	
July	219.4	
August	221.5	
September	223.7	
October	225.6	
November	227.6	
December	230.0	
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	

Canadian Price Index

Statistics Canada
New Base 1971 = 100

1979		
June	190.6	
July	192.1	
August	192.8	
September	194.5	
October	195.9	
November	197.8	
December	199.0	
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	

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

One Consolation

COPE-endorsed candidates were victorious in 59.5 percent of the election contests for Senate, House and governors' seats, reports the *AFL-CIO News*. Although a clear majority, it should have been better.

This was a fall-off in the percentage of victories COPE scored in the 1980 elections, where labor candidates won in 66.0 percent of the cases. And, it was the lowest since the Nixon victory in 1968, when 56.4 percent of COPE-endorsed candidates were victorious.

But, it still proves the program works. The recent elections also prove that it is more important than ever that the VOTE programs remain successful through member contributions. Without financial support the labor movement cannot adequately lend aid to those candidates with favorable records or espoused programs on key economic, welfare and labor issues.

SUPPORT VOTE AND COPE