



# WHITE COLLAR

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

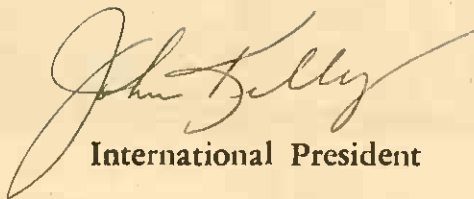
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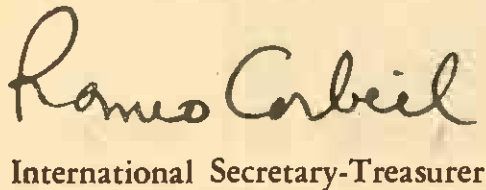
October-November-December 1984

## A Happy New Year

*To every member of our great International Union in Canada and the United States we send our best wishes for a Happy New Year.*

*All of the officers of OPEIU wish for you and yours a season and year filled with peace, prosperity, and happiness.*

  
International President

  
International Secretary-Treasurer

and Vice Presidents:

Billie D. Adams	Gary Kirkland	Gwen Newton
Gilles Beauregard	James Mahoney	Michel Rousseau
Michael Goodwin	Harvey R. Markusen	L. J. Sheridan
Gerald D. Iushewitz	J. B. Moss	Fred A. Trotter
Kathleen Kinnick		William P. Wittal

## New insurance contract for Saskatchewan Local 397 members

After an extremely difficult ten months of bargaining, members of OPEIU Local 397 in Regina, Saskatchewan, won a new two-year agreement at the Saskatchewan Government Insurance Co.

International Vice President William Wittal reports that the new pact became effective October 1, 1983, through September 30, 1985. It provided an average signing bonus, he said, of \$462; a three percent increase June 1, 1984, and an additional two percent on October 1, 1984.

Wittal emphasized that the members negotiated improvements in other areas of the contract, with the most significant and important gains in the layoff and recall procedures, technological change provisions, and safety and health language. The contract provides for the first time health and safety protections for video display terminal operators.

In addition, he said, the Insurance Institute of Canada will offer courses to members on company time, while experiments with flextime and a modified work-day will be carried on as well.

The union beat back the numerous company give-back proposals, such as the five-day, four-day work-week and removal of the contracting-out clause.

(Continued on page 2)



Pictured here are the Local 397 bargaining committee members at Saskatchewan Government Insurance. They are (standing, left-to-right) Larry Sheffer, David Maki, Dave Miller, Cheryl Barber, and John Schmidt. Seated, signing the new contract, is International Vice President William Wittal.

## Minneapolis completes area educational

The International Union wound up its 1984 regional educational program in Minneapolis, Minnesota, with one of the most successful conferences of the year. That North Central Conference took place September 26 to September 29, 1984, and was hosted by Minneapolis' Local 12.

Like those preceding it (see report in April-May-June issue) this conference dealt exclusively with negotiation techniques.

The first day the instructors from the University of Minnesota's Labor Education Service taught sessions on costing a labor contract and using economic data (Ken Gagala); developing the union's proposals and mobilizing membership support (Gene Daniels); and use of the bargaining book and refining negotiating strategies (Director Jack Flagler).

Participants rotated between the workshops, where they were able to interact and question the leaders on their concerns.

The hard-working delegates all reconvened after dinner to receive instructions and ground rules on their simulated bargaining scenarios, and to hold their initial caucuses to establish bargaining proposals.

All day Friday the bargaining teams negotiated, caucused, and finally called in mediators. Authentic mediators from the state mediation service were on hand for those who could not settle.

What was gained from the instruction was best indicated by the participants themselves. Just a few of the comments from the course evaluation forms follows this story.

Those attending the conference from their local unions included: Larry Anderson (39, Madison, Wisconsin); Mike Arnold (39); Rose Beecher (12, Minneapolis); Joan Bogusz (9, Milwaukee); DeLou Bracco (336, Kenosha, Wisconsin); Joseph Burbach (35, Milwaukee); Nancy Burrows (391, Chicago); Judy Burnick (35); Eugene Bynum (505, Milwaukee); Carolyn Combs (391); Mark Condon (39); Maxine Dahl (12); Caryl Davis (336);

Pat Falkner (39); Sue Farinella (12); Marilyn Fetterly (9); Shirley Frank (95, Wisconsin Rapids); Ronald Freeman (311, Kankakee, Illinois); Patti Froid (12); Debbie Gibbs (39); Roger Greenway (95); Richard Harke, William Hannibal (505); Steve Hartman (95); Elconore Haseker (508, Herrin, Illinois); Betty Hoekstra (95); Gene Holt (9); Helen Hom (391); Rudy Honeyman (444, Galesburg, Illinois); Terry Jarvis (508);

John Kaphingst (515, Clintonville, Wisconsin); Bill Kacynski (39); Darlys Lawinger (39); Ron Lindner (444); Bev Maas (12); Dennis McDowell (39); Marvin Masters (444); Kathy Miller (336); Hedi Moore (39); Tom Moorehead (444); Sharon Moser (336); Bob Nash (95); Vinia Neal (505); Marilyn Nelson (12); Cynthia Oleson (9); Kay Olson (39); Rita Pfarr (1, Indianapolis, Indiana); Shirley Plowman (95);

Jeanie Radomski (505); Joseph Robison (9); Duayne Roepke (12); Lola Rose (28, Chicago); Louise Rosier (9); Marge Ross (95); William Saccomando (28); Dave Spurgeon (95); Rita Sullivan (9); John Swadner (12); William Taylor (28); Jearlean Thomas (391); Larry VanVelsor (444); Deb Walker (95); Ellen Walker (505); Nancy Webber (95); Laurie Wittwer (39); Nancy Wolf (39); Stanley Wright (311); and Paul Zientek (35);

Representing the International Union were President John Kelly, Vice Presidents Bill Adams and Harvey Markusen, Director of Organization Mark

(Continued on page 5)

A report by Canadian member Susan Ralston:

## Canadian Members attend CLC Occupational Disease Conference

The Canadian Labour Congress National Conference on "The Prevention of Occupational Disease" was held at the Winnipeg Convention Centre, October 9 to October 12, 1984.

The day before the official opening of the conference, the CLC held an educational day on the issue of ionizing radiation.

A panel discussion covered the topic of radiation exposure and setting workplace limits. The controversy over radiation, compensation, limits on exposure, discrimination between men and women with respect to dosage were just a few of the issues discussed.

For those delegates who were unfamiliar with ionizing radiation, the workshop **What Is Radiation** provided in-depth information on the different kinds of radiation, who is exposed, the short- and long-term effects from exposure, how radiation is measured, and whether or not there is a safe level of exposure.

Finally, a wrap-up session enlightened the delegates on the issues, problems and frustrations that various unions had encountered within their workplaces.

October 10, 1984

The conference was officially opened by Richard Mercier, CLC Executive Vice President.

Dr. Linda Murray of the Manitoba Federation of Labour Occupational Health Clinic presented an overview of occupational disease and what we can do about it. Murray emphasized that change only comes by struggle and that health and safety representatives must be more vigilant in efforts to demystify the occupational health field.

A workshop on reproductive hazards gave a brief overview of the fetal developmental stages and how workplace hazards, especially chemicals, affect both male and female.

October 11, 1984

Bob Sass, former Assistant Deputy Minister of Labour for Saskatchewan, spoke on legislation: what we have and what we need.

Sass emphasized that the struggle for health and safety is a struggle for sanity and that collective bargaining is not an impregnable fortress.

"We must not set aside health and safety needs because of economic difficulties. The nature of work affects our sense of dignity, which we must not trade off in the eighties. Workers must activate themselves more because of the deterioration of the workplace. Health and safety is first and foremost a political matter," Sass said.

The consensus of the workshop on WCB and occu-

## Harry VanEyck "recognized and appreciated"

A recognition and appreciation night was held for Harry VanEyck on Friday, September 20, 1984.

His family, local union officers, members, management personnel, past friends and fellow workers attended. In all, approximately 100 people were present to pay tribute to Harry for his achievements at Saskatchewan Government Insurance for twenty-five years and his service to Local 397 as an executive officer, president, and secretary-treasurer over a period spanning twenty-three years. VanEyck also served as Local 397's business representative for three years until his retirement February 29, 1984.

International Vice President William Wittal said VanEyck's commitment to the local union led to his further involvement in the labor movement. This included his becoming OPEIU Canadian board member, Regina Labour Council treasurer, Saskatchewan Federation of Labour executive board member, and Regina Union Centre Ltd. board chairperson.

With this impressive list of accomplishments, Wittal said, "Harry deserved the recognition afforded him as well as the gifts that were presented to him, one of which was a gold ring with the OPEIU logo engraved and flanked by diamonds and birthstones."

pational disease had the following recommendations:

1. educate the union executive and membership;
2. standardize WCB regulations;
3. WCB ceiling be removed;
4. lobby for changes in WCB; and
5. establish universal sick benefits.

The last workshop dealt with medical monitoring, the effects of monitoring, primary and secondary prevention and the strengths and weaknesses of monitoring. The workshop adopted recommendations made by Dr. Gordon Atherley, president of CCOHS:

1. the right to know;
2. the right to skilled medical advice, provided by physicians chosen by the workers;
3. the right to no discrimination based on ill-

health, disability, sex, fertility, lifestyle or genetic makeup;

4. the right to privacy, specifically concerning confidentiality of medical information;
5. the right to refuse medical monitoring at work;
6. the right to full medical removal protection, including full rate of retention, benefits and seniority, and the right to full compensation in the case of an occupational disease which prevents a worker from returning to work; and
7. the right to a workplace free from hazard.

October 12, 1984

On the final day workshop recommendations were presented to all the delegates from the various workshops. Space does not permit a complete listing.

## March of Dimes honors Kelly



International President John Kelly poses with the Long Island March of Dimes poster child Audra Mowatt. OPEIU strongly supports the March of Dimes Foundation in its fight against birth defects. International President Kelly serves on the labor advisory board of the National Foundation and was honored with a dinner in June 22 for his contributions. With Kelly and Mowatt are OPEIU Director of Organizing Mark Reader and Vice President Michael Goodwin.

## OPEIU contributes to winning campaign

Pictured here are International Representative Faye Orr (left) and Vice President James Bloodworth (right) as they present a contribution to Tennessee's Albert Gore, Jr. for use in his bid for U.S. Senate. That bid was successful.

Vice President Bloodworth reported: "Following the meeting with Al Gore, both Faye and I had the opportunity to attend a party for him that was held in



conjunction with the National Governors Association Conference where we met several Democratic governors. Governor Bob Graham of Florida wrote me after the meeting . . . he is expected to run in 1986 for the U.S. Senate seat now held by Republican Paula Hawkins."

He also said that he and Orr were doing their part to become more politically active and, therefore, serve the best interests of the members.

## New Local 397 contract

(Continued from page 1)

Pending court actions involving the contracting-out language were resolved with a written guarantee of no layoffs, demotions or involuntary transfers of employees in the areas where the legal disputes arose.

The agreement was reached, Wittal said, due to the assistance of his negotiating committee: President John Schmidt, Vice Presidents Cheryl Barber and Dave Miller, Secretary-Treasurer Larry Sheffer, Council Member Nick Kapell and Business Representative David Maki.

## WHITE COLLAR

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

JOHN KELLY  
President

ROMEO CORBEIL  
Secretary-Treasurer

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

GWEN WELLS  
Managing Editor



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Work and Health  
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## Do You Know Your Medical Rights?

by Phillip L. Polakoff, M.D.

How much do you know about your medical rights?

Do you have a right, for example, to see your medical records?

Do you have a right to be told the truth by your doctor if he or she finds you have a terminal illness?

As the spouse or relative of a terminally ill patient, do you have a right to that information?

Do you have a right to a medical procedure—let's say an organ transplant—if that's the only thing that will save your life?

Here are some answers to these troublesome questions. Some may surprise you.

Contrary to what many people think, your medical records belong either to your doctor or the hospital where they were compiled—not to you.

However, court decisions have held that you have the right to the information contained in such records. But gaining access to the records is often a hurdle.

While a few states have laws that give you the right to inspect your medical records upon request, or through your attorney, in most states you have no such legal right to inspect on demand.

Hospitals will make a copy of your record available to a doctor of your choice upon your written authorization. Unfortunately, in many situations the only way to see your records is to sue your physician or hospital. In every state, medical records can be subpoenaed as evidence.

About being informed of one's diagnosis, there is no explicit law or statute that guarantees a patient's right to such information.

However, many state courts have recognized that patients may need to know the truth if they are to make sound decisions about their treatment and their personal affairs. Medical societies also have codes of ethics urging that patients be told as much as they wish to know about their prognosis.

Far from being harmed by knowing the truth about their condition, many patients often show a deep sense of relief.

As for anyone else—even members of the immediate family—having a right to another's medical diagnosis, the rule of confidentiality holds strong. Unless the patient wants you to know, the doctor has an obligation not to reveal his findings to anyone.

Dramatic new surgical techniques, such as organ transplants, have raised interesting questions about "rights." Some people believe they have a right to a life-saving operation just as they would have a right to emergency treatment in a hospital.

This is not necessarily true.

Many hospitals require advance payment in cash for you to be considered for transplant surgery. Some of these procedures, such as heart-lung transplants, are considered experimental by both medical experts and insurance companies. Physicians can use their discretion in deciding whether to use these procedures.

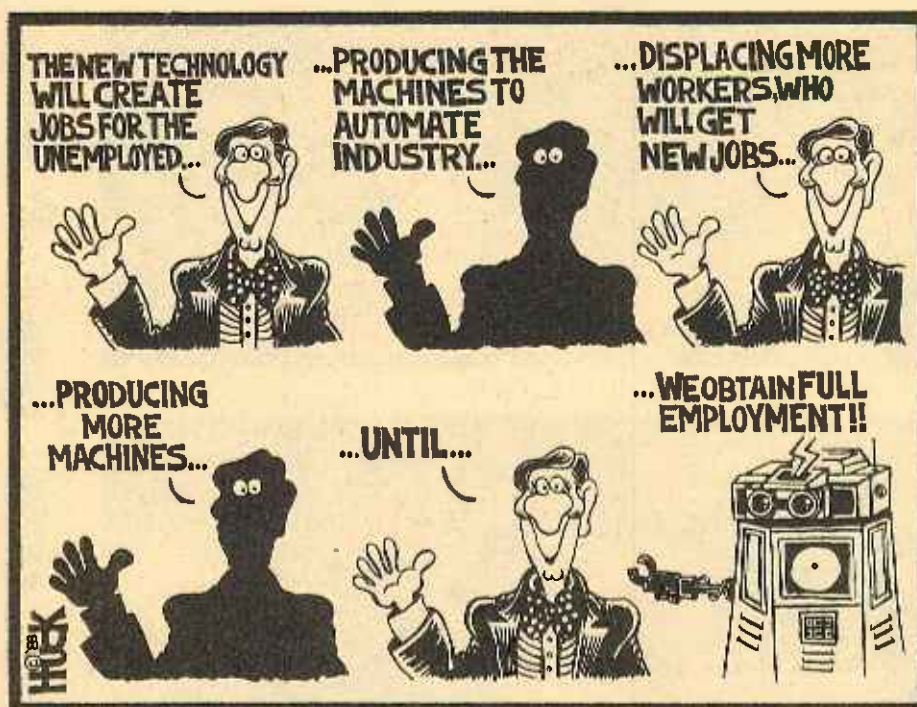
The one exception to the no-pay-no-transplant is kidney transplantation. These are fully covered by the federal government's End-Stage Renal Disease Program administered by the Health Care Financing Administration.

Organ donors and potential donors have rights. No one can be forced to donate an organ, no matter how desperate the need, no matter how safe the procedure may be—not even members of one's own family.

You or any person 18 or older has a right, of course, to donate organs at death. Nearly all the organs used in transplantation are obtained from persons who have been declared brain-dead.

In most states, you can indicate your wish to become an organ donor when you renew your driver's license. You can also get information about organ donation from these two sources: The American Medical Association, Communications Div., 535 N. Dearborn St., Chicago, Ill. 60610; or the National Kidney Foundation, Two Park Ave., New York, N.Y. 10016.

(Copyright 1984 by Dr. Phillip L. Polakoff/PAI)



### Washington Window

## The scandal of high level unemployment

On the first Friday of each month, at 8:30 a.m., the Labor Dept.'s Bureau of Labor Statistics releases the national employment and unemployment data for the previous month.

The one figure that is headlined by the nation's newspapers and highlighted on the evening television news is the jobless rate. It's the magic number, so to speak, which buries the rest of the department's unemployment statistics in news reports and the popular mind.

But how much does the magic number reveal about the extent of unemployment in the nation and its communities? That question was raised at a recent Capitol Hill press conference by a coalition of religious, labor and civil rights leaders that released its own "First Friday" report.

Actual unemployment and underemployment, said the report, stands at over 13 percent of the labor force, far above the Labor Dept.'s 7.4 percent rate for October. The higher figure, which represents more than 15 million men and women, takes into account not only the "officially" unemployed, but also the 5.5 million people working part-time because they couldn't find full-time jobs, and the 1.2 million "discouraged" workers who have despaired of finding any job. The 13 percent figure doesn't even include more than 2 million underemployed "working poor" receiving poverty level wages.

Despite the past two years of "recovery," the report noted, there are almost a half-million more officially jobless now than in 1980; 1.2 million more discouraged workers and another 1.2 million involuntary part-time workers.

Moreover, many communities have higher jobless rates than four years ago, said the report, titled, "Communities in Crisis: Real Unemployment in America," and prepared by the Full Employment Action Council. The report revealed that 17 of the 20 metropolitan areas hit hardest by unemployment are substantially worse off today. These include cities in Texas, Ohio, Pennsylvania, West Virginia, Illinois, New Jersey, California, Alabama, Florida and Louisiana.

In addition, already high unemployment increased even more among female heads of households, blacks, Hispanics, and teenagers.

Also, the average period of unemployment grew from 13.2 weeks in October 1980 to 16.5 weeks in October 1984. Yet only 30 percent of the jobless are drawing unemployment compensation benefits, less than half the percentage in the 1974-75 recession.

Even the official 7.4 percent jobless rate is higher than in every year between 1947 and 1981 except for the recession year of 1976, the report noted in questioning how this came to be called "recovery."

The real unemployment situation in the United States was described as "a profound economic and moral crisis" by the Catholic, Jewish and Protestant leaders at the news conference.

"The division between extremes is growing wider. This is morally unacceptable," said Bishop John A. Ricard of the Catholic Archdiocese of Baltimore. "Unless we reach out to our unemployed brothers and sisters, we will be unable to stand as a nation," Ricard added.

Rabbi David Saperstein of the Union of American Hebrew Congregations' Religious Action Center called the unemployment rate "a crime, an assault and battery on the bodies, the dignity and lives of all those who continue to be deprived of the opportunity to provide for themselves and their families."

Saperstein rapped those who "overlook the enormous impact of unemployment on such social indicators as health problems and crime. They ignore the human suffering and dislocation. They forget that structural unemployment constructs high barriers to our potential output and productivity, that every percentage point in the unemployment rate costs the federal government as much as \$20 billion in transfer payments and lost revenue."

The Reagan Administration, Saperstein continued, "promised that, through stimulation of the economy, it would provide a job for all those who wished to work. Yet in the aching abyss between the promise and reality lie the shattered lives of millions of Americans: the lost legion of minority youth, out of jobs, out of school, out of hope, filled with anger and despair; the stymied victims of racism and sexism; the millions whose job skills have been left behind by technological change. All of these are in danger of being recycled into a permanent underclass; they make a mockery of our pretensions of fairness and justice."

Bishop John A. Burt, chairman of the Urban Bishops of the Episcopal Church, said even the official jobless rate, although an improvement over the double-digit recession level, is "a scandal" compared to what "we believed to be tolerable levels of unemployment just a few years back."

"The irony is that this nation could have full employment without inflation were she to muster the will to do it," Burt said.

To move the nation toward full employment, the coalition urged the new 99th Congress to enact emergency jobs legislation, including the Community Renewal Employment Act, the Youth Incentive Employment Act, the American Conservation Corps, plant closing legislation, and the Industrial Competitiveness Act.



**Conference delegates—  
learning and  
working to serve  
OPEIU members**



# Delegates praise training

The following were comments made by delegates to/on the 1984 North Central Regional Educational Conference in Minneapolis, Minnesota. The comments were written on course evaluations forms completed at the conferences conclusion. This is a good sampling of the general feeling regarding the conference.

• Being here at this workshop has left me more excited about being on the executive board and a union member. Our session in negotiations was most exciting. I found myself getting really involved.

• This gave me an opportunity to be an active participant in bargaining. I only wish that in my area we had access to this kind of training so as to further my exposure and help to sharpen the minimal skills that I have already.

• I felt all three instructors were excellent. My interest in the class was retained because of the informal yet detailed information they were so willing to pass on. I felt as though they wanted me to get this information in my head for betterment of

the OPEIU. The mock negotiations were a good idea and I would like to participate in others even though I have been in two real negotiations . . .

• The mock bargaining session was very good. It gave me the opportunity to see what goes on from both sides of the table.

• This course made me realize how much anyone holding a position in a union office or bargaining needs constant training . . .

• All union members should have this opportunity to attend a session like this.

• I cannot say enough good things about this education conference. The teachers were great; the material was excellent . . .

• Keep this going. We need this to continue to educate people so they can carry it back to the workforce.

# Local 32 educates shop stewards

Local 32 Business Manager Pat Tully reports that the local union held a full-day program of shop steward training on October 27, 1984.

Discussions in the morning on grievance handling were led by Professor Stanley Rosen of Rutgers University's Labor Institute; while Tully conducted the session entitled "An Overview of Arbitration and Negotiations."

An afternoon presentation on employee assistance programs was made by Robert Cawley, executive director of the United Labor Agency, and Nancy Miller, director of the EAP Program.

Nearly 30 were in attendance, giving of their time for the union and the members.

Local 32 is located in Newark, New Jersey, and represents members in insurance, universities, school boards, government, and private industry.



Here are just a few of Local 32's stewards at work during their training session.

# Minneapolis Educational

(Continued from page 1)

Reader, and Director of Research and Education Gwen Wells.

### Speakers

Joan Growe, Secretary of State for Minnesota, and a candidate for the U.S. Senate, spoke eloquently on the 1984 campaign and the devastating impact of the current Administration's policies.



Candidate for U.S. Senate Joan Growe discusses politics and the 1984 campaign with delegates at the conference luncheon. She is flanked by President John Kelly (left) and Chairman of the Hennepin County Board of Commissioners John Derus.

She was followed by John Derus, Chairman of the Hennepin County Board of Commissioners. Derus took exception with the depiction of the labor movement as a special interest group. The labor movement, he said, represents all of middle America. The labor movement produced the middle class, enabled the middle class to share the wealth. "The labor movement enabled everyone to have the right to a place in the sun, to be somebody, to be at a bargaining table."

"Corporate America and those in control of the communications industry behind Reagan," he continued, "are making a mistake to cut the feet out from under organized labor."

International President John Kelly predicted that if the Republican Administration was returned to office we could expect to see a tax on fringe benefits, a national right-to-work law, conservative and anti-labor Supreme Court appointments, a subminimum wage and union dues used only for collective bargaining. These are important issues to follow and to fight to prevent.

International Vice President Harvey Markusen thanked all speakers, delegates and teachers for their participation in a most important and successful conference. International Vice President Bill Adams en-



OPEIU International President John Kelly addresses delegates to the North Central Regional Educational Conference.

couraged the delegates to contribute to the union's political action fund—Voice of the Electorate (VOTE)—through check-off and the President's 100 Club.

At the conference's conclusion, several local unions volunteered to host the 1985 conference. It was determined that Local 39 in Madison, Wisconsin, would host. (See a related article on subjects, times and locations of all 1985 conferences.)



OPEIU International Vice President Harvey Markusen, who also is president of the conference host Local 12, welcomes participants and introduces the luncheon speakers.

## 1985 educational conferences slated

All of the regional educational conferences, as well as the full-time staff training conference, have been scheduled.

Your International Union executive board, local officers, members and delegates to the 1984 conferences, have overwhelmingly indicated a need for greater instruction on grievance handling/steward training and the duty of fair representation. The 1985 regional conferences, therefore, will be devoted entirely to these two subjects.

### Regional conferences

	Dates	Location
Erie	Mar. 21-24	Hyatt Regency Flint, Mich.
Southwest/ Southeast	May 22-25	The Regent Albuquerque, N.M.
Northeast	Sept. 11-14	Westin Bellevue Stratford Philadelphia, Pa.
North Central	Oct. 2-5	Westowner Madison, Wisc.
Western at San Diego	Oct. 23-26	The Embarcadero San Diego, Calif.

### Full-time staff conference

The full-time staff training conference has also been scheduled. It will take place from October 15 to 18, 1985, at the Sheraton Centre Hotel in New York City.

A conference of Blue Cross/Blue Shield local unions will occur the morning of October 15th.

The subject matter for the full-time staff has not yet been determined. Please contact the Education Department with any suggestions or requests.

## Members retire

Local 10 Secretary-Treasurer Lillie R. Wood of Detroit announced that four members of long-standing were retiring. They are pictured here happily displaying the OPEIU logo. From left-to-right, they are Mary Figueroa, who had worked for the Pere Marquette Credit Union; Della Murphy from the Carpenters and Joiners Local 19; Marion Sawicke with RCA Service Company; and Gloria Strongman, McKesson Drug Company. We wish each of them a long, happy retirement.



## Local 106 checks off for VOTE

OPEIU Local 106 represents the members at General Dynamics' Electric Board Division in Groton, Connecticut. The members there, reports Local President Paul Bruno, are now voluntarily contributing to the union's political action fund through payroll deduction.

In the same way that members voluntarily sign dues checkoff authorizations, they are able to checkoff contributions to political action funds. The contributions are automatically deducted from employees' paychecks and forwarded to the funds.

These monies are then used to support candidates for public office and/or to support/oppose legislation which affects the members.



Pictured here are Local 106 Secretary-Treasurer Joseph Quattromani (left) and President Paul Bruno with the first month's check, which they forwarded to OPEIU's political action fund—Voice of the Electorate.

**IN 1985** ALWAYS  
**TAKE**  
**TIME**  
**TO**



**Look for the Union Label!**

Union Label and Service Trades Department, AFL-CIO

## Technology and Organizing

(Continued from page 8)

### Innovations

We must also look at totally new areas for organization, for example, lower level management who frequently bear the financial burden of a distressed company whose union employees are protected by contracts. AT&T, for example, had their lower level management take a wage cut, placed the additional monies in a separate account, which was then to be used as bonus money or merit pay. This is just one example.

It is time the labor movement redefined its priorities. It is time that we use our financial might to reward our friends and punish our enemies. It is time we set out to organize the unorganized white collar workers.

As technology deskills work, more and more white collar workers will become disenchanted and disaffected. Women's issues, safety and health issues and job security issues will become paramount as these workers seek to retain dignity in their work. We must be ready when they call.

We must see to it that we do everything possible to protect the image of our labor movement—an image of a movement dedicated to the needs of all.

We must be ever vigilant that these needs be effectively articulated to make it more difficult for the media to portray us as a mean-spirited special interest group.

We must not let management force us into positions which can only lead to ineffective strikes. The strike weapon must be our last resort, for not only does the strike have an effect on the membership involved, but it can have a detrimental psychological effect on those we are attempting to organize.

If we follow a program of image building, if we follow a program of selective targetting, and if we follow the tried-and-true methods of organizing—by that I mean, not leaflets or spot commercials although they have their place, but if we stay with what we know best such as personal one-on-one contact with those we are attempting to organize, it can be done. We can win, and that means the workers can win.

# Finally, Labor Has Its Own View of 1985



**S**pend 1985 sharing the solidarity and determination of the Phelps Dodge strikers by ordering your copy of the calendar today. For just \$3.50 per calendar, you can help the striking workers win the battle against Phelps Dodge, one of the largest union busting corporations in North America.

Proceeds go to the Copper Relief Fund. Please send a check or money order with each order. Make checks payable to the "Copper Relief Fund."

Please send me \_\_\_\_\_ copies of "The Copper Strike Calendar" at just \$3.50 each.  
I've enclosed a check or money order as payment. Please print.

Name \_\_\_\_\_ Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

All orders should be sent to the  
United Steelworkers of America  
Five Copper Strike Calendar,  
c/o The Gateway Center,  
Pittsburgh, PA 15222.

# White Collar newspaper survey

What are you interested in seeing in your union newspaper? What do you find helpful or interesting? What should be included that is not currently included?

Please complete and return the brief survey below so that we may improve *White Collar* to serve you—the members—better. Please check the appropriate answers.

## CONTENT

Would you prefer to see more, less or the same amount of coverage on the following:

	MORE	LESS	SAME
contract and arbitration settlements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
general local union and international news	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
news on individual members, officers and staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
news on other unions—U.S. and internationally	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
political news and editorials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
in-depth feature stories on specific issues (e.g., automation, organizing)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
safety and health news/editorials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
consumer information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
letters-to-the-editor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
editorials by international/local union officers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Canadian news	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Would special editions on specific topics or for specific uses (like organizing) be helpful to you?  Yes  No

Please explain \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

## USE

How do you most use the newspaper? Please check only one.

- for general information or news
- for use in bargaining or grievance handling (comparisons)
- for organizing

- to educate yourself or your members on political (or other) issues

## FORMAT, ETC.

In terms of format, frequency, etc., please indicate your likes and dislikes in terms of the following:

	LIKE	DISLIKE
the tabloid (large, newspaper) style, rather than a journal or newsletter style	<input type="checkbox"/>	<input type="checkbox"/>
color and its use	<input type="checkbox"/>	<input type="checkbox"/>
quarterly frequency	<input type="checkbox"/>	<input type="checkbox"/>
increase from 4 to 8 pages	<input type="checkbox"/>	<input type="checkbox"/>
use of photos	<input type="checkbox"/>	<input type="checkbox"/>

If you answered "dislike" to any of the above, please explain

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## ON YOU

All surveys will be completely anonymous. But please assist by completing the following:

1. Are you a member of a U.S.  or Canadian  local union? (check one)
2. Are you a rank-and-file member , a shop steward, , a local union officer , a local union staff member , an International officer , or an International staff member ? (check all that apply)

## ADDITIONAL REMARKS

Please feel free to add any comments you have to improve the quality of your union newspaper

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Thank you for your assistance.



# Technology and Organizing

by John Kelly  
International President

On November 19, 1984, OPEIU International President John Kelly delivered the keynote address at an AFL-CIO-sponsored conference on office automation. In that address he made several predictions for 1985 and beyond—trends which affect both bargaining and organizing. These are important issues which should be examined by members, officers and staff; which should be discussed; for which solutions should be found.

The future of the American labor movement in the coming years will depend upon our ability to organize the vast numbers of white collar workers whose numbers are rapidly increasing. For example, two out of every three new jobs in New York City are white collar. (The same is true for the U.S.)

The greatest growth industries throughout the country have been business service, securities, social services and banking.

American society, in its continual evolution, has reached another watershed period, similar to one we reached in the 1930s when production lines forever changed the face of America, moving workers from the farms to the cities.

This new era is the white collar technological revolution that will dominate our society for years to come,



The centerpiece of office technology—a video display terminal—is shown here.

that will move workers from industrial plants to technological jobs at a speed far faster than previous years.

The American labor movement, which has suffered significant losses in its traditional blue collar base, is finally waking up to this as blue collar jobs are expanded to the third world and robotics automate plants.

However, some of us are off to a late start. The United States has the smallest amount of organized white collar workers of any industrialized nation in the world.

In most other industrialized countries, it is the white collar sector with its militant unions that is the cutting edge of coordinated nationwide bargaining. That's right: bank and insurance workers are the backbone of the labor movement and in the forefront for social change.

## Dramatic changes

The technological changes we are seeing in the white collar field are much more rapid and dramatic than those occurring in plants. Computerization has simplified work.

Large numbers of clerical workers, their managers and supervisors are no longer necessary in many industries such as banking, insurance and finance. Thousands of workers have been laid off, never to be replaced.

By deskilling work, companies can hire part-time workers with no benefits and have them work flexible hours—"housewife hours"—in satellite offices. The computers supervise work productivity, handle dis-

cipline and work standards.

Therefore, there will be fewer and fewer full-time workers. Instead employers will set up shop in communities that have been carefully prescreened, where workers will receive no pension, health coverage or fringe benefits.

They will use small towns with large populations of college students or older workers, particularly women. Such communities are considered exceptionally good sites because they provide low-skill, high-turn-over workforces.

## Homework

Homework, with which several insurance companies have experimented, will burst onto the scene with a vengeance.

Blue Cross and Blue Shield of South Carolina already has model programs set up to put CRTs (cathode ray tubes or video display terminals) in an individual's home.

Employees will be paid piece rates to do claim work. Thus, the importance of the recent decision allowing home knitting not only affects garment workers producing sweaters and caps at home but opens the door for home office technology as well.

The potential for exploiting workers, especially women and even children, is phenomenal; and the ability of unions to reach these workers will be nonexistent.

## Bargaining units

Bargaining units which have historically been difficult to identify in white collar sectors will become increasingly difficult as companies tie their employees together through telecommunications and computers.

OPEIU has already been forced to the Supreme Court and won a landmark decision in *Malleable Iron Range* (also known as *Hendricks Rural Electric Cooperative*) over the definition of confidentiality. In this case, the employer claimed that all of his employees had access to information that was of a confidential nature; and they should, therefore, be excluded from collective bargaining.

The rule has always been that only those employees with direct access to *collective bargaining* information could be excluded.

Can you imagine, as more and more employees have access to company information through the computer, the litigation we will have? Can you guess how a new Reagan Court will rule?

White collar elections will be delayed longer and longer as employers argue for statewide units, multi-state units, community of interest, confidentiality, and other issues of appropriateness.

## Exporting jobs

High tech industries in the Silicon Valley of California and the chip-belt of Massachusetts that offered so much promise as "sunrise industries" are really just the prelude to the export of more United States jobs and technology abroad. For once these companies refine their process, they move to countries that offer cheap labor and tax breaks.

Atari moved its plant from California to the Philippines to exploit the child labor laws. American Airlines and Eastern Airlines moved to the Caribbean, taking advantage of satellites to handle reservations.

The jobs that are left behind will be service support jobs with small offices located in suburbs connected by computers. The American workers who perform these jobs will be the most educated in American history with one out of three having college degrees.

These are the skeptical, conservative "baby boomers" who feel that if the job is not good enough, just change companies, states or regions. They are the most mobile workforce in history with limited attention spans for dealing with long-term problems.

## The challenge

Thus, labor is faced with an enormous challenge

which we must meet with innovative ideas, corporate campaigns and coordinated organizing. The use of union financial power must be refined and developed in order to organize target companies.

The Litton industry experience must be analyzed and developed as a model program and applied to the insurance and banking industries. Other strategies must be developed as well.

The stakes are high and the union-busting consultants have long ago held their seminars on how to keep a "union-free environment" for white collar workers. How to deal with women's issues to counteract organizing, how to set up strikes to chill organizing by sending work out to satellites or using job shops.

Blue Cross of San Francisco set up a strike of 1,500 clerical workers and beat us through the use of small satellite offices set up throughout the state.

If we are to succeed, all of labor's resources must be utilized to target industries that are vulnerable—that hold or are supported by labor money, that have



Above is a data processing center with its miles of computer tape.

a large percentage of minority and women workers, that have government contracts and are vulnerable to public opinion.

We must then attempt to organize these target companies on a national or international basis with a nationwide agreement as a goal.

There is no reason that Blue Cross/Blue Shield in St. Louis, supported by millions of dollars of union members' money, should be engaging in union busting; but they are. And, union officers sit on their boards.

(Continued on page 6)

U.S. Price Index		Canadian Index*	
U.S. Bureau of Labor Statistics New Base 1967 = 100		Statistics Canada New Base 1981 = 100	
1983		1983	
March	293.0	March	115.8
April	294.9	April	115.8
May	296.3	May	116.1
June	297.2	June	117.4
July	298.2	July	117.9
August	299.5	August	118.5
September	300.8	September	118.5
October	301.3	October	119.2
November	301.4	November	119.2
December	301.5	December	119.6
1984		1984	
January	302.7	January	120.2
February	303.3	February	120.9
March	303.3	March	121.2
April	304.1	April	121.5
May	305.4	May	121.7
June	306.2	June	122.2
July	307.5	July	122.9
August	310.3	August	122.9
September	312.1	September	123.0
October	312.2	October	123.2

\*Effective with the release of the January 1983 index, the official time base for the Canadian CPI has been converted from 1971 = 100 to 1981 = 100. All figures — 1981 through 1983 — have been converted to this new base, for your information.

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