



WHITE COLLAR

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

No. 416

April-September 1985

OPEIU holds 3rd Canadian convention

On April 27th and 28th, 1985, in the City of Ottawa, Ontario, 172 delegates representing 58 locals from across Canada met to discuss 39 resolutions, elect their Canadian Consultative Committee officers, and listen to guest speakers—President John Kelly, Secretary-Treasurer Roméo Corbeil, Canadian Labour Congress Secretary-Treasurer Shirley Carr and Canadian House of Commons New Democratic Party House Leader Ian Dean.

Canadian Director and Vice President Fred Trotter chaired the convention and gave his report to the convention.

RESOLUTIONS:

Some of the resolutions adopted by the Convention dealt with:

Canadian structure

BE IT RESOLVED that the Canadian Consultative Committee review the Canadian structure and the functioning of OPEIU in Canada including such matters as organizing, servicing, education, research, communications, etc.; that through the Canadian Director the CCC shall submit its findings to Local Unions for input and comments; following receipt of input from Local Unions, the CCC shall prepare recommendations including potential resolutions for the 1988 Canadian Convention to be sent to all Local Unions six (6) months prior to the 1988 Convention.

Organizing

BE IT RESOLVED that Locals set up organizing committees that will have a mandate to educate the members as to their obligation to participate in the organizing of the non-unionized;



OPEIU International President John Kelly addresses the 3rd Constitutional Canadian Convention of OPEIU. With him (left-to-right) are OPEIU Secretary-Treasurer Roméo Corbeil; Vice Presidents Michel Rosseau, Fred Trotter (also Canadian Director), Gilles Beauregard and William Wittal.

The delegates herein assembled to this 3rd Canadian Convention of the OPEIU commit themselves to taking concrete measures that will involve their members in organizing by giving leads to their Local Unions and also to participate with the support of their representatives to organize campaigns namely

(Continued on page 6)

Minnegasco:

Local 12 elects member to board of directors

Director of Minnegasco's parent corporation, Diversified Energies, Inc., may still be reeling after the defeat they suffered at the hands of the company's union workers.

It was a defeat which sent DEI's chief executive officer, Albert Etchelecu, scrambling to try and claim that nothing important had really happened. It has also left both DEI and Minnegasco wondering how they could have so underestimated the strength of their workers' unions.

What happened is that two of Minnegasco's unions took on the board of directors in a proxy fight at the annual stockholders' meeting, May 14, and they won. The unions elected one of their own as a member of that board of directors, and in the process displaced one of the board's handpicked candidates.

The worker elected was John Shand, 53, a 30-year member of Office and Professional Employees Local 12 (OPEIU), which represents some 280 clerical workers at Minnegasco. Also directly involved in the election was Gas Workers Local 340 which represents the "outside" workers at the utility.

New union strategies

Such battles are relatively new to the labor movement, more accustomed to campaigns carried out across a bargaining table, or on the picket line. This was fought on a financial battlefield, with the company's own shareholders as soldiers. H. R. Markusen, business manager of OPEIU Local 12 (and Interna-

(Continued on page 11)

New York hotel strike yields winning contract



As this issue was going to press the New York City hotel workers won their strike and a new contract. Local 153 represents more than 2,000 NYC hotel front-desk clerks, cashiers, food checkers and security guards who participated in that strike. See page 12 for a report on the details of the settlement.

The two summer issues of *White Collar* are combined as one. Submit copy now for Fall.

OPEIU: hit at union-industry show

At this year's union-industry show, held in Milwaukee, the OPEIU exhibit was more popular than ever. Two aspects of the display made it particularly appealing.

First, members were collecting signatures on a petition protesting the proposed taxation of employee fringe benefits. Thousands of voters signed the petition, which was later submitted to members of Congress in Washington (see related story in this issue).

Second, OPEIU displayed a work station for video display terminals in conjunction with a computer survey entitled "Office Workers: Are you paid what you're worth?"

A slide show presenting the health hazards of the terminals continually ran throughout the show, while members collected additional thousands of signatures for legislation to protect VDT workers from such hazards.

At the conclusion of the show a drawing was held for six watches donated by the International Union. Two of the people who won were unemployed and thrilled to win.

Locals 9, 35, 85, 336, 498, 505 and 515 participated in the exhibit, taking turns running the booth and greeting people attending the show. Local 35 deserves special thanks from the union for organizing the entire display and especially to their Representative Judy Burnick for serving as coordinator.



Local 35 runs OPEIU display at union-industries show in Milwaukee. Participants can be seen signing a petition to protest taxing fringe benefits. OPEIU Secretary-Treasurer Roméo Corbeil (second from left) attends the show.

Wages highlight Blue Cross Blue Shield contract

By a vote of 792 to 141, Local 32 members at Blue Cross/Blue Shield of New Jersey overwhelmingly ratified their new three-year contract, said Local 32 Secretary-Treasurer Pat Tully.

Tully added, "We have just ratified our new contract, which will be in effect until May, 1988. To summarize the wage settlement: We will gain 6.5 percent in general wage increases each year of the contract."

"This replaced the previous system of paying three types of increases over the contract year. Also, all of those at or over maximum will receive 6.5 percent lump-sum payments every May 1st."

Effective August 26, 1985, the workweek will increase by 2.5 hours. However, all employees will receive an additional 2.5-hours pay. Due to the general increase and the 2.5-hours increase, wages will rise 14.9 percent in the first year alone, Tully said.

All marketing employees will receive a new company car including gas, maintenance, insurance, etc. Employees will pay \$20 per week for unlimited personal use of the vehicle.

All employees will receive 60 percent of dental

dependency coverage paid by employer. This is a 10 percent increase over the prior agreement.

All employees will have improved Rider "J" and out-patient mental coverage increased.

All employees for the first time will have a vision care program for themselves and their dependents.

If an employee's job is transferred more than 25 miles and the job is deleted, the employee can take a layoff with severance pay.

Part-time employees will receive limited benefits; and the employer may not exceed 20 percent of the workforce as part-time in the second contract year.

Tully said, "We wish to thank Mark Reader, director of organization of the International Union, for his able assistance during contract negotiations. His presence and counsel were greatly appreciated, as was that of our International President John Kelly."

The negotiating committee for Local 32 included Business Manager and Chief Negotiator Pat Tully; Local 32 President Frank Esposito; Vice President Rita Kirkley-Green; Recording Secretary Novella Shearin; Trustees Phyllis Innamorato, Roger Cook, and Leonard Judd; and Chief Steward Jonice Allen.



This woman is completing the computer survey "Office Workers: are you paid what you're worth?"

New Gallup poll:

Public support for unions gaining

The public's opinion of organized labor has turned up over the last four years as 58 percent of those responding to a Gallup Poll expressed approval of unions, up from 55 percent in 1981.

Even more pronounced was the drop in the percentage of the public with a negative view of unions, from 35 percent in 1981 to 27 percent this year.

Union families registered an 81 percent approval rate in the Gallup Poll up from just 73 percent at the beginning of the first Reagan term. The regard for labor unions also improved among non-union families, from 50 percent in 1981 to 52 percent in 1985.

The 1985 approval-disapproval rate of 58 percent to 27 percent, compares to the 1981 rate of 55 percent and 35 percent, and the 1973 rate of 59 percent and 26 percent. According to Gallup's past polls,

labor's best year might have been 1957 when its approval rate was 76 percent with only an 18 percent disapproval rate.

Support for unions is greatest in population groups with higher than average representation in the trade union movement, reported George Gallup, Jr.

Highest approval

The approval rating for unions was 59 percent among men and 57 percent among women. Support was highest in the 18-29-year-old age bracket, at 62 percent. In the 30-49 age range, approval was expressed by 56 percent, and the over-50 group registered 57 percent favorable to labor.

Gallup reported that 67 percent of the Democrats in the poll approved unions, compared to 57 percent of the independents and 48 percent of the Republi-

cans. Those with incomes under \$25,000 favored unions by 60 percent while the approval rate was 55 percent for those with family incomes over \$25,000.

The survey, taken April 12-15, showed that unskilled blue-collar workers supported unions by 66 percent, compared to 58 percent among skilled blue-collar workers, 56 percent among white-collar workers and 55 percent for business and professional workers.

By education the poll showed the highest support, 60 percent, among high school graduates. Those with college degrees and those with less than a high school diploma registered identical 58-percent rates of approval. Those surveyed who had attended but not completed college gave unions a 53-percent vote of support. The poll found that along racial lines, 74 percent of blacks favored unions compared to 55 percent of whites.

The survey was taken among 1,525 adults in more than 300 scientifically selected communities, according to Gallup, and the sampling has an accuracy rating of 95 percent with an error of three percentage points in either direction.

The above appeared in the June 15, 1985 issue of the AFL-CIO News.

AMERICAN IS BEAUTIFUL
Buy American... and look for the Union Label

UNION LABEL AND SERVICE TRADES DEPARTMENT, AFL-CIO

Minnegasco

Local 12 elects member to board of directors

(Continued from page 1)



H. R. Markusen, International Vice President and Local 12 Business Manager.

tional Vice President), called it an "historic first" and a battle that had to be fought.

Here is why.

During virtually all of 1984 the Gas Workers were engaged in slow-moving contract negotiations with Minnegasco. It was the toughest set of negotiations Local 340 had ever experienced. At times the negotiators questioned whether the company was getting advice from a union buster. The union finally received a management offer to vote on in October, and turned it down. They got another in November and turned this one down, too.

Finally in December at a union meeting "someone got up and commented that the employees of Minnegasco own a lot of stock, we should have a voice."

Initially the union speculated that employees might own perhaps 10 percent of Minnegasco. In fact after a survey of worker-held shares, they discovered that the worker-ownership might actually approach 24 percent.

At the same time, OPEIU Local 12 was also examining how it could gain more influence with the board of directors. That month the two unions with the moral support of the five other unions which represented Minnegasco workers, met with the board and requested that—in light of the amount of stock employees owned—the board should put at least one or possibly two workers on as directors.

Markusen noted that the board gave this request little real consideration. "Their attitude," said Markusen, "was that nobody among the workers could be possibly exalted enough to serve on the board. They suggested that none of the workers was worthy to be a director."

Later, the Company passed off this request by the union as politically motivated, and not a serious attempt to work with management.

Markusen scoffed at this political remark. He noted that at the time the boss was complaining about the nature of the unions' political associations, he was also bombarding the workers with frequent letters supporting conservative Independent-Republican tax initiatives in the Minnesota legislature.

The directors' refusal to add union representation "irritated" the union, Markusen said. "It was more than just irritating, the committee left the meeting with the strong feeling that the company had thrown a challenge to the unions to try and put someone on the board."

Local 12 and Local 340 voted to appropriate \$5,000 each and to use the \$10,000 to finance a proxy fight. They selected a name for themselves: the "Shareholders Who Care Committee."

They then set out to collect enough proxies to put one of their own on the board. Immediately they decided that the proposed director should be a rank-and-file union member, not a union officer.

"We felt an officer of a union would give a false impression that we wanted to build a union approach to solutions of Minnegasco's problems," Markusen said. "But this is not union versus Minnegasco. What we wanted was a direct worker pipeline to the board, a spokesman to represent all workers there."

Markusen added: "We felt strongly that Minnegasco was foolish in not properly utilizing the vast talent of active employed and retired employees and in listening to their direct suggestions in improvements beneficial to the customers."

They had missed the deadline for inclusion on the proxy request the company sent to its shareholders, so they requested and received from DEI a separate list of stockholders, and they put out their own mailing based upon recommendations from their attorney.

Markusen noted that the unions wanted to allay any shareholder fears that the proxy fight was going to be a takeover attempt. They didn't want to make a grab for control of Minnegasco; they only wanted a voice in how it was run, he said.

The proxy statement they mailed reiterated this view. One key paragraph read: "The Committee is soliciting your proxy because, in its judgment, a representative of shareholder employees should take part in top-level management decisions to promote management/employee relations, maximize employee contributions to the Company's operations, improve employee efficiencies, and otherwise strengthen the Company and the performance of its common stock. The Committee has no intention of taking control of the Company, and expects only a voice on the Company's Board of Directors."

What had angered the workers more than anything else was that their investments in DEI were being used to finance energy acquisitions in Texas and other company diversification, while the company was simultaneously laying plans to reduce its workforce and contract out to other companies for services now performed by union workers.

There were early fears among the union members that they would not be able to gather enough shareholders votes to elect a director. Initiatives by shareholders against corporate directors at other large companies have rarely garnered much support. In fact, the unions greatly underestimated their own strength, according to Markusen.

Because of their inability to get their message on DEI's regular proxy statement, they were unable to mail to the entire list of stockholders. They managed to get the message to the 1,200-some active employees and to about one-third of the non-employee list. Because of a mixup in information from DEI they missed

80 percent of the retirees. They had thought the retirees were on the employees' stockholder list, and discovered too late that the retirees were on the other list.

Victory

Still, when the votes were counted, Shareholders Who Care were able to cast more proxies for their candidate for director than any other director received. They even received the votes of 90,000 shares from nonemployees.

Part of the reason for the large vote they were able to muster was that at the previous year's stockholders meeting the employees had helped defeat a change in the voting rules proposed by the Board of Directors. The directors had wanted to eliminate cumulative voting, by which all the votes each shareholder cast could go to a single candidate.

Had this rule been eliminated, Shareholders Who Care's candidate would have come out number 12 in a race for 11 seats on the board.

Because of the cumulative voting, they had enough votes to select at least one director, and had they been able to get out the rest of their mailing, the unions might have been able to select two directors. That is a distinct possibility for the 1986 DEI stockholders meeting.

They consolidated their votes and selected Shand as their director. He was, said Markusen, the logical choice. He was a long-time clerical employee with strong ties to workers both inside and outside.

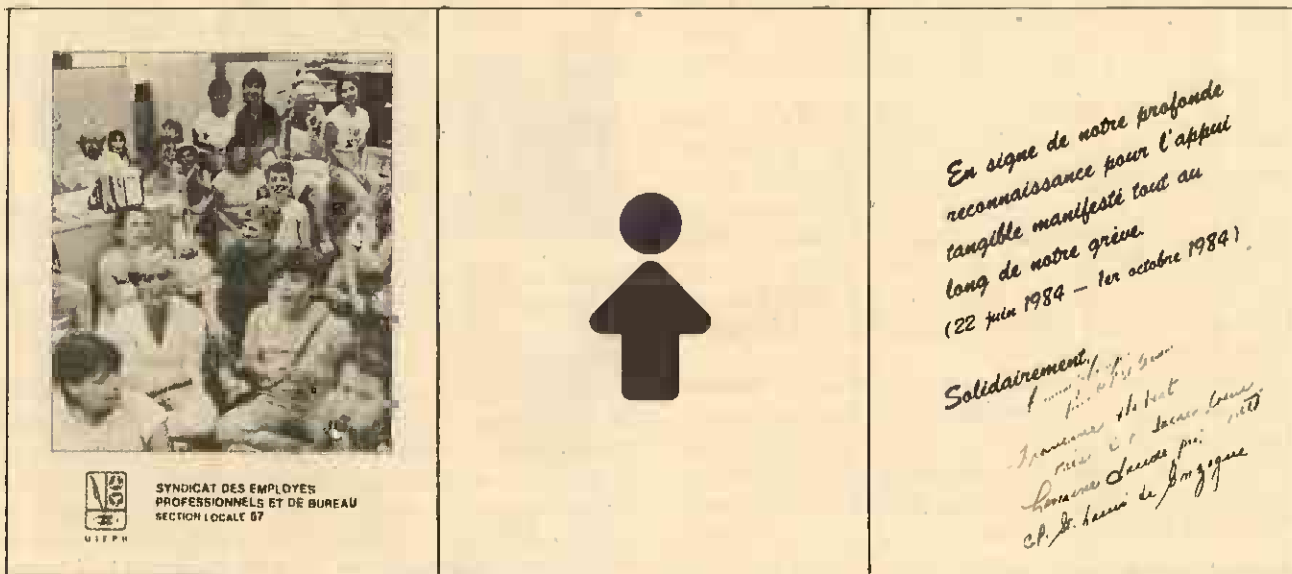
The Company Chief declared to the press that the election to the board of Shand was a "nonevent" which would have little effect on company operations.

The union representatives, Markusen, Szaflarski and McCoy, note that the board obviously hopes Shand's election will remain a nonevent. But the union representatives point out that now workers have a pipeline to the board, and that the board cannot ignore worker concerns.

"Upper management is mad," said Markusen. "But once they accept Shand's election, I think there will be cooperation."

He added that already, as a consequence of Shand's election to the board, higher management at Minnegasco has begun investigating why workers were so dissatisfied with management that they chose to elect a director of their own.

Unusual Christmas card—unusual spirit



An unusual Christmas card was brought to our attention recently. It was used by Local 57 in Quebec by OPEIU presidents of three Caisses Populaire. They were on strike last fall in Montreal.

The card shows women strikers who, in order to publicize their struggle, occupied for a few hours the head office of Federation des Caisses Populaires Desjardins in Montreal. The inside message of the card read:

As a token of our profound gratitude for your tangible support showed to us all along our strike. In Solidarity. Francine Trempe, President, Caisse Populaire St. Arsene Francine Hebert, President, Caisse Populaire Sacre Coeur Lorraine Houde, President, Caisse Populaire St. Louis de Gonzague."



Union meetings

Where is everybody?

by John Kelly
International President

The sparse attendance at union meetings, including OPEIU meetings, is not a new phenomenon. However, simply because the problem has existed for many years is no reason not to tackle it. It is, in fact, the duty of union leaders and representatives to encourage and foster the participation of rank-and-file members in the union and their own welfare.

What are just a few of the reasons given for not attending a union meeting?

1. Too busy
2. Other things are more important
3. The same people do all the talking
4. Meetings are uninteresting
5. Meeting held at time I go to church
6. The meetings always last too long
7. They never tell us anything there
8. I'm always too tired after work
9. The union hall's too far away
10. I don't know what the union's all about, anyway
11. They're held at the wrong time
12. If you've seen one meeting, you've seen them all

Some of these are legitimate reasons for non-attendance, while others may be excuses. It is our responsibility to find out whether these reasons really represent the members' true attitudes.

Among other things we should think about:

- poor time and location of meetings;
- arrangement of the agenda so that the important things are discussed early on;
- get good speakers to attend and allocate time for them to speak (just a few examples might include a speaker on alcohol and drug abuse, or on comparable worth and pay equity; or on a pertinent political issue, or on consumer affairs);
- are the meetings too long?
- do we hold meetings too frequently or not often enough?

- do we follow parliamentary procedure?
- are we educating our members in procedures so that they are better able to exercise democratic control of the union?
- are our local officials and stewards *seen* to be doing a good job?

Life is often tough: we can't simply *demand* participation in the union. Demands of work and family are often a genuine barrier to union participation.

The following are just a few of the ways we might find out and change the attitudes of our members—about meetings and more.

Find out the other half of the story

Find out what lies behind the excuses. Bring our members around gently. Before we can change attitudes we have to know them. And, this means spending a lot of time with the membership, discussing, arguing, drawing them out, and above all listening sympathetically.

Set an example

Publicize the union's achievements. Be tolerant. Don't be abrupt. Don't go in for "overkill." It is rarely wise to meet hostile attitudes head on, simply because the attitudes are not usually based on reason and argument. Some suggestions as to how to meet hostile or cynical attitudes are suggested below.

Find out discreetly *why* the hostility exists

Don't put hostile members off; you will only increase the animosity. Don't lose your temper or treat them with contempt; be tolerant. You may have to change as well as your hostile members.

Think about when you might confront the member with her/his hostility. But, sometimes this simply won't work. You will clear the air for a few days but you won't always get to the truth in a confrontation and the hostility will still be there. You can't be liked

by everyone all of the time. Setting an example and doing your best are more important than trying to be liked.

"Whatever we do, the world never changes"

It simply isn't true that the world never changes, or that unions have made no impact at all on Canadian or U.S. society. Otherwise children would still be working down the mines as they were eighty years ago.

Ask the cynics why they think it is that children don't work down in the mines any more; or why employers now agree to pension plans; or why the highest wages are to be found in organized workplaces. It is better to suggest they find out whether the opinions expressed are really true, rather than forcing the truth down their throats.

"I'm alright, the union is only for losers"

When does that person become a loser? What really stops it from happening? The union, of course; is there really a super-class of winners? Can society really accommodate tens of thousands of one-person shows who never need unions, never run afoul of employers and will always be in work?

"Don't give me that stuff"

These members clearly don't want to listen to a reasoned answer; in fact, they're probably afraid of it and insecure. Actions speak louder than words; example, not talk, is the main hope.

It's true: we have to continually prove ourselves to our members. And, that's the way it should be. We should constantly be working for them and attempting to interest them in greater participation in the union. But, if the members won't come to us, we must go to them.

(If you are interested in receiving more information on "Changing Members' Attitudes," write the OPEIU Research and Education Department.)

New York hotel strike yields winning contract

Despite an attempt by the big national hotel chains to bust the unions, Local 153 and all of the unions that compose the New York City Hotel Trades Council have won a recent strike.

After the hotels demanded givebacks that would have gutted the labor contracts, the nearly 25,000 New York City hotel workers and union members walked out.

Some 2,000 OPEIU Local 153 members—front desk clerks, food checkers, cashiers, key and information clerks and security guards—were out on strike.

But, it was a boisterous, loyal, fiercely union crowd the hotel management had decided to take on. Much to their chagrin the trade unionists rejected the indecent contract demands. After days of picketing and driving away hotel business, the unions won a contract containing significant gains.

International President and Local 153 Business Manager John Kelly was himself a hotel representative. He worked tirelessly as executive vice president of the Hotel Trades Council, negotiating with the industry and leading the strike, as did 153 Secretary-Treasurer Michael Goodwin.

Union busting

Did the hotels need the givebacks to stay on their feet, to remain financially healthy? No way. The \$2-billion-per-year New York City tourist industry has proven to be very profitable for the hotels, where average room rates are more than \$85 a night.

The large hotel chains simply decided to "take on" the union members and force a strike. The motive was clear: bust the unions and gain a totally union-free



Hotel workers at one of many Madison Square Garden rallies.

hotel industry.

And, what the hotels demanded was a "two-tier" wage scheme, where new hires would be paid only 60 percent of union scale. Union members doing the same job, working side-by-side, would receive two totally different wage rates. They also wanted to freeze employer payments into some benefits and to extend the workweek by eight hours. They demanded the workers take less than 10 percent in wage increases over the entire three-year contract.

So, when the contract deadline arrived and management refused to back down, ten thousand hotel workers thronged into Madison Square Garden, shouting, "No contract, no work."

The workers grew stronger and more militant

(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		
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	
November	311.9		November	124.0	
December	312.2		December	124.1	
1985	Old*	New*	1985		
January	311.8	312.6	January	124.6	
February	312.7	313.9	February	125.4	
March	314.0	315.3	March	125.7	
April	316.0	316.7	April	126.2	
May	317.3	317.8	May	126.5	
June	318.3	318.7	June	127.2	

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

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

WHITE COLLAR

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

JOHN KELLY
President

ROMEO CORBEIL
Secretary-Treasurer

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Benefits taxation: Where do your representatives stand



Shown above with Congressman Jim Moody are International Secretary-Treasurer Roméo Corbeil; International Representative Mike Walker; Judy Burnick, Local 35 representative, Liz Wiezibicki, Local 336; Paul Zientek, Local 35; Joe Burbach, Local 35 and Carol Davis, Local 336.

Labor battles for the middle class

OPEIU and the labor movement have urged Congress to overhaul President Reagan's tax proposals to make the tax system more equitable to wage earners and to make corporations and the wealthy pay their fair share.

AFL-CIO President Lane Kirkland and other union representatives testified on the Reagan tax plan before the House Ways and Means Committee. They strongly opposed the proposed taxation of employer-paid health insurance and the elimination of the federal deduction for state and local taxes.

Regarding Reagan's proposal to tax unemployment benefits, worker compensation and black lung benefits, he said, "Taxing the meager benefits provided under these programs adds injustice to hardship and indignity."

Ending the deduction for state and local taxes, said Kirkland, would "substantially undermine the ability of the states and localities to raise revenues at a time when the federal government's financial policies are forcing" local program cutbacks. "For five years, the Administration has built upon the concept of 'new federalism' to shift responsibilities to the states. The states that have tried the hardest to meet these responsibilities would be penalized and their tax base eroded under the Reagan proposal," he said.

Reagan's proposal to end the second-earner deduction and thus reinstitute the "marriage penalty" is, he said, "another anti-worker proposal that is in direct conflict with the President's avowed pro-family sentiments."

Kirkland urged Congress to rewrite the Administration's tax plan so as to break it out of its current limitations, which he listed as "revenue neutrality, drastic cuts in tax rates on the wealthy, and a small shift in the distribution of tax burdens" from individuals to corporations.

Instead of being strictly revenue neutral, he noted that the Reagan plan would result in revenue losses. "The country is going to need more revenues," not less to close the deficit gap, he said.

On the corporate side of the Reagan plan, Kirkland proposed that Congress:

- **Reject the deep cut in the corporate tax rate, from 46 to 33 percent.**
- **Ensure that corporations pay a reasonable minimum tax.**
- **Curb tax privileges for oil and gas interests.**
- **Establish a depreciation system, as proposed in Treasury I, that reflects realistically the costs and useful life of capital assets.**
- **Change the foreign tax credit to a deduction to end the subsidy for U.S. firms to invest and move overseas.**
- **Reject the proposed 10 percent deduction for corporate dividends.**
- **Remove tax incentives for corporate takeovers.**

On the individual side of the Administration's plan, the federal president proposed that Congress:

- **Scale back the sharp reduction from 50 to 35 percent, in tax rates for highest income individuals. Don't lower the maximum capital gains tax from 20 to 17½ percent.**
- **Pare the advantage given to high income individuals by modifying the proposed increase in the**

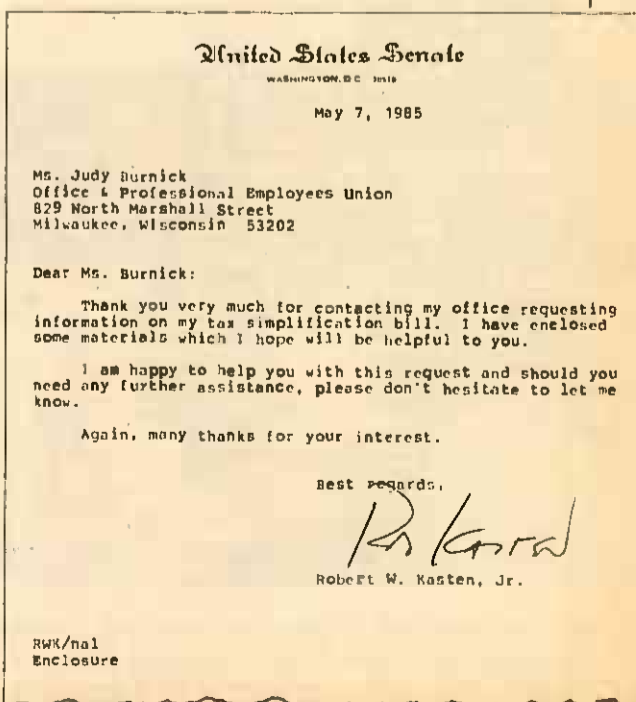
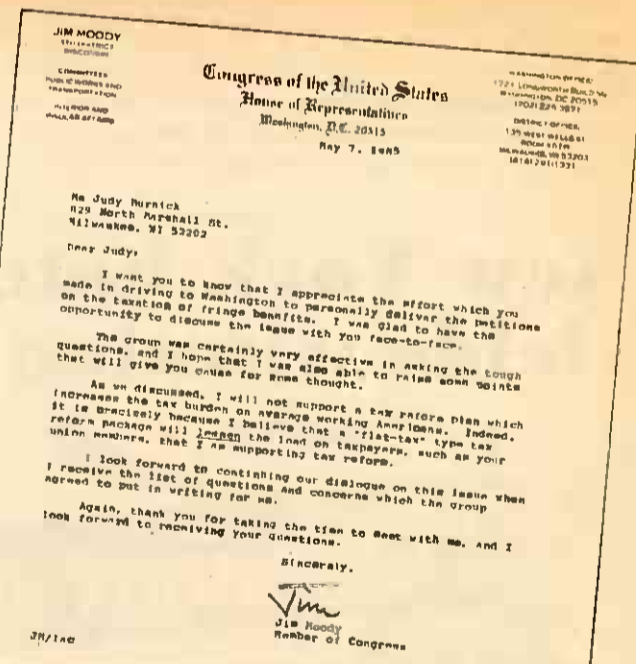
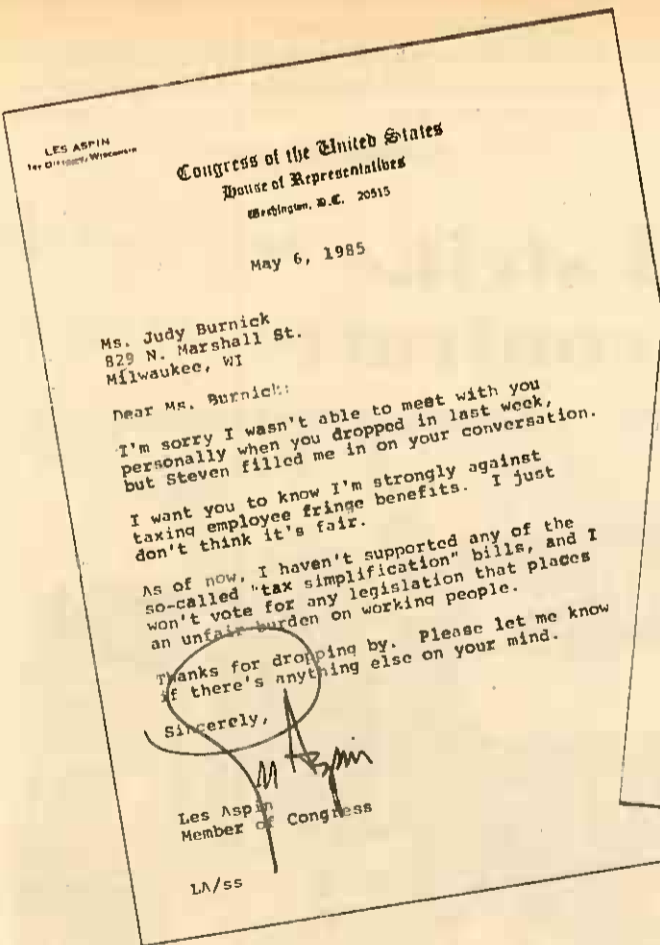
The representatives of Locals 35 (Milwaukee) and 366 (Kenosha) were tired of seeing working people pay a greater percentage of taxes while corporations pay little or none. They did something about it.

First they secured thousands of signatures from friends and neighbors protesting the taxing of fringe benefits. Then, Carol Davis and Liz Wiezibicki of Local 336 joined members of Local 35 for the long drive to Washington. They met with International Secretary-Treasurer Roméo Corbeil. Then over to Congress. Not only were they going to deliver signatures against the taxation of employee fringe benefits, but ask the question, "Where do you stand on taxing fringe benefits that our union negotiated?"

They met with Congressmen James Moody (Dem. Milwaukee 5th Dist.) Jerry Kleczka (Dem. Milwaukee 4th Dist.) and Senators Proxmire and Kasten of Wis-

consin. Congressman Kleczka stated he was strongly against taxation of benefits and would not "vote for any legislation that places an unfair burden on working people." Congressman Moody voiced a similar position. Senator Proxmire informed them he was committed to some form of tax reform but would not support a tax bill that would increase taxes for working people.

After a long day of walking the halls of Congress, Liz Wiezibicki remarked, "I feel I learned a great deal from meeting with our representatives as well as how important it is to stay in contact with them and let them know what we're thinking." Davis said, "We've got to be active both in our unions and politically. It's too easy to lose in Washington through legislation what you have fought so long and hard to get at the bargaining table."



- personal exemption.
- **Close all, not just some tax shelters.**
- **Establish an effective minimum tax.**
- **End the preferential treatment for capital gains, taxing this form of unearned income the same as earned income.**
- **Reject proposed reduction on employee job-related deductions, including protective clothing, tools and union dues.**
- **Reject the elimination of the \$1 tax checkoff which finances presidential elections. Reject the ending of the tax credit for political contributions.**

Work and Health
by Press Associates, Inc.

Backache—A Common Problem

by Phillip L. Polakoff, M.D.

Backache is the speed bump on the roadway of life.

Sometime in their lives, eight out of 10 Americans will suffer a back problem. It's the second most common ailment in this country, right behind headache.

Only the common cold keeps more people away from work. Only coughs and sore throat send more people to medical waiting rooms.

It's a pain in the pocketbook, too. Every year, back trouble accounts for:

- Some 93 million lost workdays.
- 18 million visits to the doctor.
- \$14 billion in medical costs and absenteeism.
- The biggest source of worker's compensation costs to American industry because of back injury.

The most common type of backache is a strain on under-used back muscles—what doctors often refer to as "weekend athlete syndrome."

After years of sedentary living, people suddenly decide to get cracking, shape up, make up for all those years of taking it easy. So, it's off to the bowling lanes, the golf course, the tennis courts, the garden for some long-overdue weeding; or even to move the piano.

By Monday morning, maybe sooner, they've got back miseries. "When you're out of shape, if you start doing exercises your body's not used to, the muscles will rebel," says Dr. Michael Dennis, chief of neuro-surgery at the Washington, D.C. Hospital Center.

Often more painful, and possibly more serious, is a back problem involving those infamous "disks."

It may help you to understand this type of backache if you know something about the back's structure.

The spinal column consists of 33 vertebrae stacked in a double-S curve and surrounded by muscles and ligaments. The vertebrae are separated by rubbery cushions—the disks—which act as shock absorbers and give the back its flexibility. This whole structure protects the spinal cord and its nerve bundles.

The disks have a jelly-like material in the center. Imagine you are holding a jelly sandwich. The two pieces of bread would be the disk. Now, if you press on the bread, some of the jelly filling might ooze out. Something like this happens when you stress your back. The soft center in the disk might bulge outward, pressing against the nerve roots.

The result is a herniated or "slipped" disk. The pain can be intense and is often accompanied by tingling, numbness and muscle spasms.

The pain may shoot down the hips and thighs, caused by pressure on the sciatic nerve.

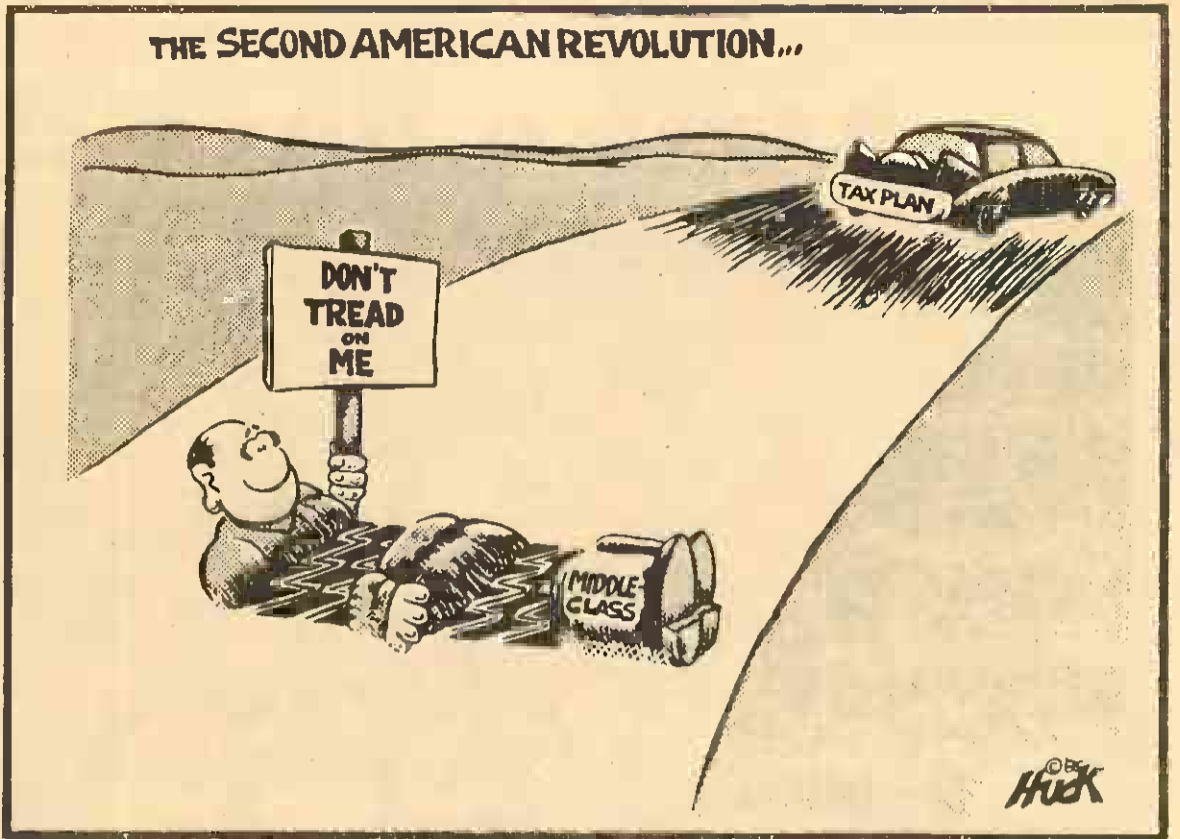
Common sense is the best advice for those who suffer temporary back pain because of asking too much too quickly of flabby muscles. Start slowly and easily and gradually build up your physical activity.

For others who have somehow insulted their disks, remember that most backaches go away after a few days of rest. Non-narcotic pain relievers or anti-inflammatory medicines (such as aspirin) and the application of heat are usually helpful.

Rest helps the offended disk to shrink back to normal size most of the time. That will relieve the painful pressure on the nerve. If the pain doesn't go away, however, it's probably time to see your doctor.

In a small percentage of cases, the herniated core of the disk never returns to its normal size or position and surgery may be necessary. The two most common operations are disk removal, and injection of a substance that dissolves the jelly-like center.

However, both procedures have a fairly high failure rate—nearly 25 percent—and should not be undertaken or agreed to without careful diagnosis and a second opinion.



Washington Window

Youth subminimum wage — a bad idea

When the Fair Labor Standards Act of 1938 was enacted, it was described as "a floor under wages, a roof over hours and a break for kids."

It was the last major piece of New Deal legislation. Roosevelt's support in Congress was weakening. Labor wanted a strong law. Southern Democrats demanded a differential. The bill was being watered down, stirring Roosevelt's anger.

Roosevelt called on all his skills to get the bill passed. Senator Claude Pepper was in a tough fight for renomination in Florida. FDR's aides got financial help for him in return for fighting speeches for the wage-hour law to influence votes in Congress. It worked. Pepper won big and a discharge petition got 218 signatures in the House in a matter of hours.

That was nearly a half-century ago and employers in search of cheap labor have been seeking a subminimum wage ever since.

The Reagan Administration's proposal for a Youth Employment Opportunity Wage (YEOW) of \$2.50 an hour during the summer for teenagers 16 through 19 was unveiled at a Senate hearing.

Labor Secretary William E. Brock made the best case he could for a proposal that was shaped before he took over the Labor Dept.

Brock expressed deep concern over the intractable problem of youth unemployment, calling it "unacceptable" and "inexcusable." The jobless rate is over 17 percent for teenagers and about 50 percent for minority youth in the inner cities.

The key to solving youth unemployment, Brock said, is to break the "no experience, no work" cycle. Training is part of the solution and perhaps the best long-term answer, he said.

But training is not now part of YEOW. Brock was leading into praise for such programs as the Job Training Partnership Act, which targets over \$2 billion to youth and is primarily controlled by business. His agency also provides \$825 million to the states to fund 770,000 summer jobs for disadvantaged youth.

Brock presented the estimates of YEOW's supporters that the minimum wage would create 400,000 new summer jobs. He said about two-thirds would come in grocery stores, service stations, hotels and motels, educational services, and entertainment and recreation services.

Brock pointed out that other nations have made use of youth differentials, citing Canada and Sweden among others.

AFL-CIO Legislative Director Ray Denison presented the counter arguments against YEOW. He told the Senate panel that labor opposes the subminimum because it discriminates against workers based on their age, it would not create jobs, it would displace older workers, and past wage subsidies and subminimums have not alleviated youth unemployment.

Denison noted that the current federal minimum wage of \$3.35 an hour has become a subminimum wage. One measure is as a proportion of the average wage paid to production workers. In the 1950s and 1960s, the federal minimum was 50 to 65 percent of the average wage. In 1978, when the minimum was raised in steps, it was 48 percent; today, it is less than 40 percent. To return the minimum wage to the 1978 relationship, it would have to be \$4.10 an hour.

Denison said there are 6 million workers now employed at or near the current minimum wage. These "working poor," women and black adults, would be threatened by the cheaper labor of teenagers at \$2.50 an hour.

Brock's reference to the youth differential in other industrial nations is faulty staff work at the Labor Dept. In Scandinavia, for example, about 10 to 15 times as much money is put into training, retraining and job placement as in the U.S., and in the context of a strong social welfare program. Exploiting ghetto youth at \$2.50 an hour and laying them off on Oct. 1 is hardly a comparable approach.

Labor expressed its support for H.R. 671, sponsored by Rep. Augustus Hawkins (D-Calif.), because it builds on tested programs which successfully placed low-income youths in part-time jobs during the school year and full-time jobs in the summer. Education and training are an integral part of the Hawkins bill.

Hawkins opposes the YEOW bill, saying, "Putting a shovel in teenagers' hands without giving them schoolbooks as well will not work." He said he would be willing to work with Brock if the Administration wanted to be serious about cracking the teenage unemployment problem and agree to combine work, education and training.

Brock told the Senate panel he would be open to any experiments, any new approaches to solve the youth unemployment problem.

But the subminimum wage idea should go back into mothballs. It tells teenagers that they are subminimum. It is an idea whose time has passed.

This Labor Day,
Honor America's Workers



Buy American... Buy Union!

Wall street

Strike pays dividends



Local 153 members at Depository Trust Company rally on Wall Street. The 1400 workers struck 14 days for a fair settlement.



International Vice President Michael Goodwin and Local 153 Representative Paul Greenspan address members at mass rally on Wall Street.



DTC members parade through New York on their way to Local 153 ratification meeting.

After a 14-day strike Local 153 members have won a \$4 million contract, said International Vice President Michael Goodwin.

Goodwin was referring to the 1,400 clerical employees at the Depository Trust Company—a company that had tried unsuccessfully to take back the members' hard won gains from previous contracts.

Instead, DTC, which processes securities trades for exchanges and the brokerage industry, caved in to union demands for a fair and equitable settlement. As a result these workers have won more than 15 percent in wage increases; a new prescription drug program; Martin Luther King Day as a holiday; an increase in tuition refunds (from \$1,200 to \$1,800); improved dental and disability benefits; improved job security provisions; and much more.

Over the strike period the members staged several rallies in the Wall Street area that drew supporters and trade unionists from all over the city. A ticker-tape parade garnered greater support and buoyed the spirit of the strikers.

Throughout the strike the members remained enthusiastic in their support of the union and each other. The sound of the strikers' whistles could periodically be heard reverberating throughout buildings in the Wall Street area. In the end it was a contract worth the praise—worth blowing our own horns over.

And, it was thanks to the workers and their support of the negotiating committee that the settlement was won. That committee consisted of members Steve Bender, Amadou Foday, Patrick Gelardi, Patrick Hearty, Edwin Jimenez, Mike Kealey, Gerard Lemon, Phil LoPiccolo, Winston McDonald, Nigel Pollonais, and Wilhelmina Pope. They assisted Goodwin, as well as Business Representatives Paul Greenspan and Michael Thompson in contract deliberations.

Following ratification and return to work, Local 153 distributed long-stem roses to the members as a gift from 153 as they "returned to work with dignity."



Paul Greenspan (far left), Local 153 Representative and Michael Goodwin (far right), Local Secretary-Treasurer, distribute bags of food to members on strike.

Local 15 Sports Gold Medal Winner for Canada



Lori Fung

The daughter of an OPEIU Local 15 member Ada Fung—Lori Fung—is a rhythmic gymnast and one who might have seemed an unlikely candidate a year ago but who has since won an Olympic gold medal and been recognized as British Columbia's athlete of the year.

This winner of Canada's final gold medal at the Los Angeles Olympics last summer received the award this past spring.

Fung, 22, was selected the province's senior athlete of 1984 and won the overall award over canoeist Hugh Fisher and wrestler Chris Rinke in voting by a panel of sportswriters and broadcasters.

The overall athlete of the year is chosen from among six individual category winners. Various sports organizations submitted nominees, all of whom must be B.C. residents for one year to be eligible for the awards.

Fung, who was born and grew up in Vancouver, won an historic Olympic gold medal in dramatic fashion. In the first rhythmic gymnastics competition since the modern games began in 1896, Fung beat Romania's Dorina Staiculescu by only .05 of a point and for several minutes after the event was unaware that she'd won.

A relative unknown, Fung was incorrectly identified as Lori Fung of China by a teletext machine operator who wired the results in Los Angeles.

At the world championships in 1983, Fung placed 23rd, a result which the Canadian Olympic Association didn't feel was high enough to place her on the team for Los Angeles. But Fung reached the COA standard after raising her standing in a number of international meets.

After surprising all observers in Los Angeles, Fung won three of the four events at a four-continent rhythmic gymnastics meet last October in Indianapolis and was selected Canada's athlete of the month by the Sports Federation of Canada.

She was also nominated for the Lou Marsh Award as Canada's athlete of the year and is among 10 finalists for the 1984 Seagram's Five Star Awards which are presented annually to five outstanding Canadian amateur athletes or teams.

All of OPEIU and Local 15—not to mention Canada—are proud of Lori Fung.

DC subway workers win first OPEIU contract



Pictured here is the signing of the first collective bargaining agreement between Washington Metropolitan Area Transit Authority (the Washington, D.C. subway system) and OPEIU Local 2 on March 29, 1985. Seated (left-to-right) are Local 2 President L. J. Sheridan; WMATA General Manager Carmen E. Turner; and Richard Klein, a member of the Local 2 negotiating committee. Standing (left-to-right) are Committee Member Wendell Downs; James J. Kelley, WMATA counsel; Committee Members William Fauntroy, Kenneth Ward and Jackie Simpson; John F. Potts, WMATA assistant general manager-administration; Alice Kreigh-Keinz, WMATA labor relations specialist; Committee Member Gerald Leishear; WMATA Director of Labor Relations George F. Babic; and William Serelis, WMATA personnel specialist.

Local 30 wins new contract at Beatrice-Hunt-Wesson

Local 30 members have won a new three-year contract at Beatrice's Hunt-Wesson Foods. The contract covers 500 clerical and laboratory employees at the company's corporate offices, cannery and refinery in Fullerton, California. The settlement will produce an average of 19 percent in wage increases for Local 30 members.

"This was the toughest set of negotiations we've ever had in our 26 years of representing Hunt-Wesson employees," reported Gwen Newton, Local 30 secretary-treasurer and International vice president.

In 1984, southern California-based Hunt-Wesson was bought twice—first by Esmark Corporation, which was in turn gobbled up by Beatrice Corporation, the huge Chicago-based conglomerate. The Beatrice takeover introduced many new uncertainties into the long-established relationship between Local 30 and local Hunt-Wesson management. And Beatrice's corporate philosophy rubbed many Hunt-Wesson employees the wrong way.

Employees were bombarded with messages from Beatrice's Chairman James Dutt, exhorting them to dedicate their lives to the "Beatrice Mission." The thirteen-billion-dollar conglomerate, already the largest food corporation in the United States, was embarking on a five-year plan to dominate the food and consumer products industry worldwide. And, according to Mr. Dutt, all employees will "be judged" by their zeal in advancing this crass mission of corporate expansionism, said Newton.

As negotiations opened, management demanded employees begin to pay part of the costs of medical and dental benefits and offered a first-year wage freeze. The same week, Beatrice announced a \$80-million contract with race car driver Mario Andretti to promote the corporation's image.

"Our members went crazy. Over 300 Hunt-Wesson members turned out to a union meeting and resoundingly authorized me to call a strike if necessary," Newton stated. "Here they were being told to give their all to Beatrice's goal of world conquest, while management was demanding takeaways and the company had money to burn. Our membership was militant and united in their determination to win a fair contract." At the meeting two dozen employees volunteered



Vice President Gwen Newton

to serve on a strike support committee. The committee played a key role in mobilizing widespread support throughout the bargaining unit. As negotiations continued, management got a clear signal that their employees were prepared to fight and to win.

As a result, management negotiators presented a final offer that Local 30's bargaining committee brought back to the membership with a positive recommendation. On May 7, 360 Local 30 members voted by a 3-to-1 margin to ratify the new three-year agreement. In addition to preserving all medical and dental benefits at no cost to the employee, the new contract provides general wage increases of 11 percent over 3 years.

They also won six-month step increases, estimated to average six percent over three years, and cost-of-living adjustments in the second and third year, estimated to average an additional two percent over the lifetime of the contract.

Gwen Newton was aided in negotiations by Local 30 members Barbara Anderson, Steve Ellis, Rich Miller and Bill Schaffstein. Local Representatives Bill Reay, Chuck Florey and Richard Holober also participated.

"Not only do we have a good contract, we also have a renewed sense of vigor and union solidarity at Hunt-Wesson," Newton reports.

OPEIU holds 3rd Canadian convention

(Continued from page 1)

financial institutions and insurance companies.

Part-time workers

THEREFORE BE IT RESOLVED that the OPEIU Canadian Convention adopt a policy of negotiating full benefits for all members.

Two-tier wage system

THEREFORE BE IT RESOLVED that OPEIU strongly oppose any proposed two-tier system by either government or employers.

Technological changes

BE IT RESOLVED that we demand the right to negotiate all aspects of technological changes during the life of the collective agreements with legal right to strike on the issue;

BE IT FURTHER RESOLVED that we demand at all levels of Government amendments to labour codes and a full employment policy.

Child care

BE IT RESOLVED that OPEIU urge all its Local Unions to bargain for workplace child care where it meets the needs of its members; and

BE IT FURTHER RESOLVED that OPEIU demand that the Federal and Provincial governments endorse child care as a social right and establish the principal of publicly-funded, non-compulsory child care.

THEREFORE BE IT RESOLVED that the OPEIU Canadian Convention urge its Local Unions to subsidize members child care costs in connection with Union Meetings, Conferences, Courses and Conventions and/or provide quality child care.

BE IT FURTHER RESOLVED that this Canadian Convention recommend to OPEIU that it provide child care at OPEIU Conventions.

Free trade zone

THEREFORE BE IT RESOLVED that this, the Canadian Convention of the OPEIU, commence immediately an active campaign in opposition to the establishment of any Free Trade Zones within the Province of British Columbia and Canada as a whole.

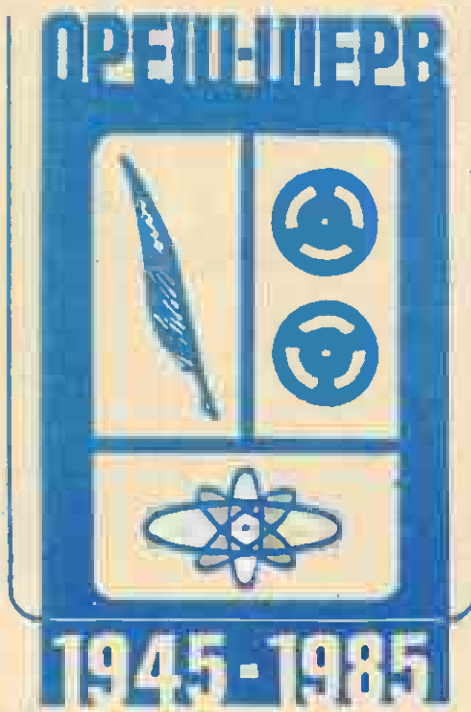
Nuclear buildup

THEREFORE BE IT RESOLVED that the Canadian Convention of the OPEIU support the efforts being made by religious, peace and community groups to put pressure on the U.S. Government, through our government at Ottawa, to cease testing of the cruise missiles in Canada and stop the Nuclear Madness.

Reforestation

THEREFORE BE IT RESOLVED that this Canadian Convention and affiliated locals urge Federal and

Canadian convention Congrès canadien



Provincial governments to guard against unwise exploitation of Canada's forest resources;

AND BE IT FURTHER RESOLVED that we work to ensure that government and private industry properly regenerate and reforest harvested areas.

Union textbooks

THEREFORE BE IT RESOLVED that the Canadian Convention of the OPEIU press the Department(s) of Education to include in all textbooks a historical account of the building of the Labour movement, trade unions, etc., and its relationship to the living standards of the people in general, and that data for such a history be supplied by the Research Departments of the Labour Movement.

Paid maternity leave

BE IT RESOLVED that the delegates attending this 3rd Canadian Convention endorse the position of women's rights to paid maternity leave,

AND BE IT FURTHER RESOLVED that this Convention urge all its Local Unions to set a priority in negotiating a provision in their Collective Labour Agreements for a paid maternity leave guaranteeing at least the difference between their regular rate of

pay and the UIC payment and providing for their return to their position and preserving their rights under the Collective Agreement.

ELECTION OF CANADIAN CONSULTATIVE COMMITTEE

The Canadian Consultative Committee is composed of Canadian Director Fred Trotter, Vice Presidents Gilles Beauregard, Michel Rosseau and Bill Wittal, who were elected at the last OPEIU Convention in Florida in 1983. The other officers elected are:

for the Province of British Columbia—

Barry Hodson, Local 15, Vancouver

Terry Herrett, Local 378, Vancouver

for Alberta, Saskatchewan, Manitoba Province—

John Schmidt, Local 397, Regina

for Ontario—

June Cassey, Local 225, Ottawa

Emil Steneer, Local 81, Thunder Bay

for Quebec and the Maritimes Provinces—

Maurice Laplante, Local 57, Montreal

Yvon C. Rivard, Local 434, Montreal

All officers were elected by acclamation.



Ian Dean of the New Democratic Party addresses Canadian delegates on the nation's political climate.

CLC's BOYCOTT EATON'S STORES

In Canada about 1,500 employees, mostly women, in six Eaton's stores in Southern Ontario have been on strike since November 30, 1984. The Convention adopted a resolution to support these strikers asking OPEIU local unions to contribute financially to the strike and to urge their friends and family to boycott Eaton in Canada. A collection was made amongst the delegates and \$1,600 was donated to the Retail, Wholesale, Department Store Union for their members.

CONVENTION THANKS

It is by a standing ovation that the delegates thanked Local 225 of Ottawa for their outstanding efforts in acting as host for the Convention.

TRANSLATION

All documents to the Convention were submitted in French and English and the service of simultaneous translation was available during the full Convention.

N.Y. wins new pact

(Continued from page 12)

throughout the strike. They rallied and paraded through the New York streets, showing their solidarity and support of their unions. They picked up greater and greater support throughout the labor movement of the city and the public at-large.

In the end, the hotels won nothing. Instead, they caved in and signed a five-year contract that brought workers a 30 percent wage increase, an increase in pensions, nursery-care for new-born infants, prepaid legal services, drug, psychiatric and chiropractic treatment, an additional sick day, and much more.

Most important, the hotel workers won because they never lost their dignity, because they made an important show of strength against takeaways, because as unionists they are stronger than ever.

A Canadian convention human interest story

Two stories recently drove home the meaning of trade unionism at a personal level.

From April 26th to 28th Canadian members met for the Canadian Convention. The Sunday that most delegates were to leave saw picket lines go up at the airport in Ottawa. Air Canada's reservation clerks and baggage handlers struck for better job security. Some delegates had tickets booked in advance with non-refundable tickets.

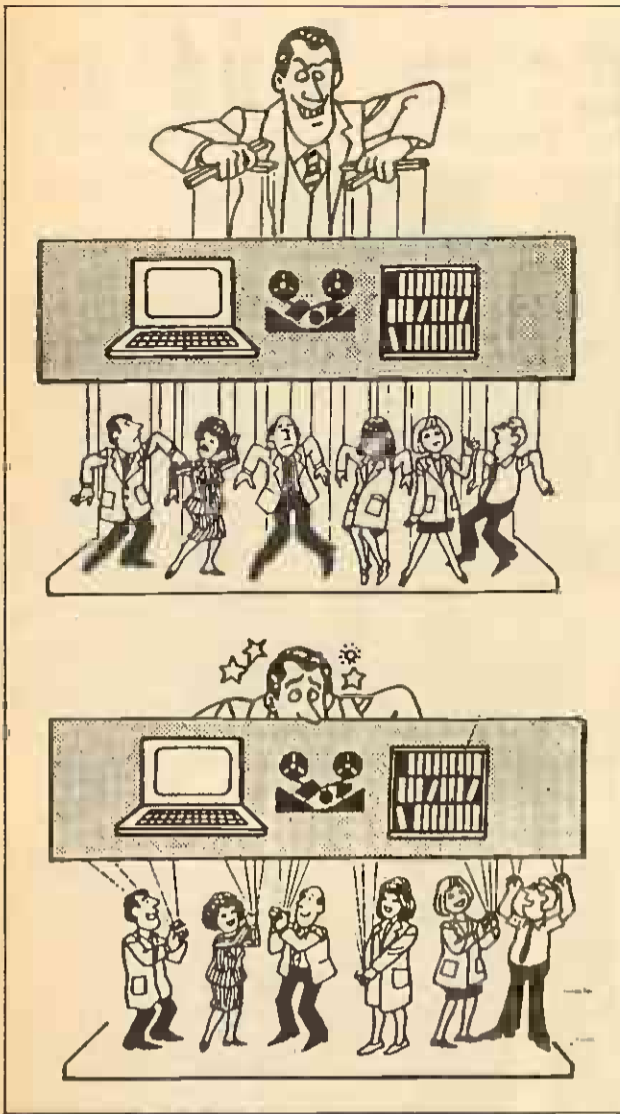
Mary Garbutt, Local 81 (Thunder Bay) and Darlene Sutherland, Local 488 (Kenora) were booked on a different carrier but still took it upon themselves to give the strikers real support. After the convention they went to the airport a few hours early where many of the strikers were involved in their first labor dispute.

Sutherland and Garbutt introduced themselves as OPEIU members and asked permission to join the picket line. There were a lot of amazed faces as the two strangers picked up signs and enthusiastically began to march with the strikers. Imagine the boost that must have given them with this bit of solidarity!

This story leads into the second. Garbutt has a 12-year-old daughter named Dawn. A few weeks prior to the Convention Dawn's teacher was asking the class what they would like to do as a career. Typically Johnny wanted to be a doctor, lawyer or firefighter. Susie wanted to be a nurse or a teacher. When it came to Dawn's turn to answer she piped up with "I want to be a labor representative!"

It must have caught the teacher off guard because she then asked why. Proud as punch Dawn replied, "Because my Mom is a union rep and she fights for people's rights." The teacher was so impressed that she related the story to Mary.

I couldn't add anything to this story except to say that it makes me proud to be in OPEIU.



Important victory:

Sauvegarde Insurance gives in on technological changes

The 170 employees of the Insurance Company Sauvegarde, members of Local 57 in Montreal, have returned to work after a long strike.

Important gains were made specifically on the following:

Job security: The company has agreed that no layoff will occur prior to September 18, 1986.

Technological changes: When they began negotiations, their employer said in so many words that it was the company's right to do what it wanted, with whom it wanted, and when it wanted in the area of introduction of technological equipment. These members of Local 57 said "no way." Their resulting strike produced protection and a union clause providing notice to the union and employee, retraining provisions for displacements and severance pay provisions if an employee refuses to be trained.

Maternity leave: They also were able to win 17 weeks paid maternity leave and more flexible language for extensions of that leave. This is a very important issue for a group that is 95 percent female.

Michel Rousseau of Local 57 said that the Committee did not rest with these achievements. They were able to guarantee that if the employer contracts out any work, there shall be no layoff or demotion or reduction of the work week as a result of such contracting out.

Working hours: 35 hours a week flextime, 140

hours in every 4-week period and 130 hours during the summer months; two 15-minute breaks per day.

Overtime: 1½ pay after 7 hours in a given day for the first three hours; double time for all subsequent hours in the same day. Double time on Saturday or Sunday with a minimum of 3 hours on Sunday or holidays.

Vacation: three weeks after one year of service; four weeks after five years; and five weeks after 20 years.

Holidays: 14 days per year.

Bereavement leave: five days for the death of a spouse or child; three days for the death of immediate family members; two days for death of in-laws; and one day for death of grandparents.

Social leave: three days for employee's marriage; and one day for moving.

Rousseau said that because of the members' determination and courage as well as the strong support of many persons and labor organizations, these employees were able to safeguard many rights that the employer wanted to take away and sign a new three-year labor agreement.

Vice President and Local 57 Secretary-General Michel Rousseau added that this contract shows, even in this adverse political climate, that with determination and a strong membership, we can not only protect our hard won gains but even secure improvements.

Mid-Canada holds annual education meeting

Region 10's Mid-Canada Council held its annual meeting in Thunder Bay, Ontario, May 31st and June 1st, with approximately 60 delegates and observers participating.

After the regular business session, the group was addressed by Mutelli Chanda, head of the Ontario Federation of Labour's Human Rights Committee. He is a member of OPEIU Local 343. Chanda spoke about the work and role of the committee in combating racism in the workplace. There is an urgent need, he said, to educate the union's members on this problem. Positive steps must be taken at the grassroots level both legislatively and at the bargaining table. The Council earlier established a new committee at the business session called the Human Rights/Affirmative Action Committee to address this very issue.

The second day consisted of courses on "the duty of fair representation" taught by Business Representative Janice Best and a local union finance course taught by International Secretary-Treasurer Roméo Corbeil. The response and class participation was so good that videotaping the sessions next year is being

considered. The Council asked that both instructors be thanked for their excellent presentations.

Tribute to Emil Stencer

A special testimonial dinner was held in honor of Emil Stencer, a long-time International Representative for the Mid-Canada Council. It was the members' chance to thank Stencer for his past and continued good work with the Council and OPEIU.

Special guests were Roméo Corbeil, International secretary-treasurer; Fred Trotter, Canadian director and vice president; Gilles Beauregard, vice president and Ontario director. Family, long-time friends and various union representatives from the local labor council joined Mid-Canada in the tribute.

Stencer received various gifts and reminisced over the history of Mid-Canada and OPEIU. He urged the new rank-and-file leaders to dedicate themselves to the cause of organized labor.

Special thanks go to Local 81, its President Mary Garbutt and the organizing committee for their hard work and a job well done.

Training results in great new Local 20 contract

Local 20 President Rose Roses reported on the locals new contract at the Maidenform plant in Bayonne, N.J. She said the excellent new agreement was the result of having attended an OPEIU educational conference on negotiations techniques, which she duplicated for her Local stewards and negotiations committee.

Last year's training on preparing for bargaining how to deal with management, and how to win the best-possible settlement was invaluable for us, Roses said.

Just a few of the many new contract gains for Local 20 members that resulted from the training include:

- substantial wage increases of 8, 4 and 3 percent in each of the contract years; as well as improved merit increases, improved promotional increases and training increases;
- the addition of Martin Luther King Day in 1986 as a holiday;
- an improved vacation schedule. Previously members earned 3⅓ weeks of vacation after 15 years, now after 13 years. The requirement of 10 years service for 3 weeks was also lowered to 8 years.
- an improved severance pay schedule;
- members can bank an unlimited number of sick days for which they can receive 100 percent payment on retirement;
- improved retirement benefits; improved break-in-service provisions;
- improved life insurance, major medical and prescription drug coverage;
- improved job security provisions;
- payment for power failures and snow days was guaranteed;
- improved working conditions for video display terminal operators (to include improved lighting, seating, work arrangements and worktables); and
- several reclassifications/upgrades.

Roses was proud of the excellent job done by her negotiating committee, comprised of Valerie Antonik, Angie Began, Terry Gabriel, Ruth Miller, Donald Sharp and Dorothy Signorile.

OPEIU adopts sexual harassment policy

Vancouver, British Columbia's Local 378 executive council unanimously passed a policy regarding "sexual harassment in the workplace" at its meeting June 25.

The policy states:

"The OPEIU Local 378 is concerned about the problem of sexual harassment in the workplace.

Sexual harassment shall be defined as:

- touching which is expressed to be inappropriate and unwanted;
- suggestive remarks or other verbal abuse with a sexual connotation;
- compromising invitations;
- demands for sexual favours; or
- any unsolicited sexually oriented behaviour.

"The Union recognizes the right of employees to work in an environment free from sexual harassment. As a condition of employment it is unacceptable.

"The problem of sexual harassment affects the health and well-being of employees. It is management's responsibility to establish and maintain a safe and healthy working environment for its employees."

Copies have been sent to all employers of OPEIU members.

Steward Training: a hit at

Stewards are the backbone of the union, the first line of defense, the policemen and policewomen for the contract. All of these descriptions are true, making stewards some of the most important people in the union.

Steward training, as a result, is one of the most important education functions of the union. Although many local unions have ongoing steward training programs, the International this year is devoting the regional conferences to such training. Grievance handling is naturally the special focus.

Already this year two such conferences have occurred and been enthusiastically received—the Erie Conference in Flint, Michigan, and the Southwest/Southeast Conference in Albuquerque, New Mexico. Both were rousing successes.

Both included lengthy discussions of grievance handling. Participants examined the grievance procedure, its purpose, time limits and exactly what defines a "grievance." They learned how to thoroughly investigate and write their grievances and how to effectively present them to management.

At both conferences instructors held extensive discussions on communications skills with exercises to demonstrate the various techniques for communicating.

A session was held at each on labor law—what a steward's rights are under the law, what the union's duty is to the members (the duty of fair representation), and what rights a member has when facing discipline.

And, finally at both, delegates discussed the steward's role as an organizer—either as an organizer developing leads for the union outside of the shop, or as an organizer of workers within the shop.



Erie Conference

The Erie Regional Education Conference took place March 21 to 24, 1985, in Flint, Michigan. It was hosted by OPEIU Local 393 and attended by nearly 120 participants—making it one of the best attended conferences in the area in the last five years.

The delegates were well rewarded for their attendance by the excellent instruction on stewards training and grievance handling—outlined and coordinated by the International Union; prepared and taught by the Michigan State University Labor Program Service.

John Revitte, associate professor; Neil Vandevord, professor; and Ella Booker-Tate, program specialist, Union Minorities/Women Leadership Training Project, were all well received and rated highly on the evaluations at the end of the program.

Local unions participating were Local 10 (Detroit, Michigan); 17 (Cleveland, Ohio); 19 (Toledo, Ohio); 33 (Pittsburgh, Pennsylvania); 42 (Detroit); 55 (Toledo); 67 (Charleston, West Virginia); 212 (Buffalo, New York); 339 (Akron, Ohio); 352 (Franklin, Pennsylvania); 393 (Flint, Michigan); 422 (Chillicothe, Ohio); 457 (Centerville, Pennsylvania); 459 (Lansing, Michigan); 487 (Muskegon, Michigan); 494 (Detroit); 502 (Oberlin, Ohio); 504 (Mt. Pleasant, Michigan); 512 (State of Michigan); 513 (State of Ohio); 517 (State of Michigan); and 1794 (Cleveland, Ohio).

Southeast/Southwest Conference

The Southeast/Southwest Regional Education Conference was held in Albuquerque, New Mexico, May 22 to 25, 1985. OPEIU Local 251 hosted the delegates.

Quality training was offered by the University of California at Los Angeles' Center for Labor Research and Education. The instructor, who received rave reviews, were June McMahon, coordinator; Geraldine Leshin, assistant director of the center; and Gloria Busman, coordinator.

1985 educational conferences

Regional conferences

Northeast at the Westin Bellevue Stratford in Philadelphia, Pennsylvania, September 11-14.

North Central at the Westowner Hotel in Madison, Wisconsin, October 2-5.

Western at the Holiday Inn Embarcadero in San Diego, California, October 23-26.

Full-time staff conference

The full-time staff conference has been scheduled from October 15-18, 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.

1985 regional conferences



N.M. Governor thanks O.P.E.I.U.

Tony Anaya, the Governor of New Mexico, addressed delegates to the Southwest/Southeast Regional Education Conference in Albuquerque, New Mexico.

After thanking OPEIU for the support he received during his gubernatorial campaign, Anaya attacked the far-righters who had tried to defeat him. "They," he said, "complain of too much government interference. Then, once they are in power, they want to dictate to us what we do with our lives."

"The 'far-righters,' he continued, "have locked out the have-nots. Under them those who have been treated unfairly are not given any opportunity. We, therefore, need a governor that cares about all the people."



Tony Anaya, Governor of New Mexico

OPEIU, he said, has a great record in the nation and the State of New Mexico. There is great opportunity for OPEIU to grow in New Mexico. "The industries moving into the state are exactly the type you organize and are experienced with. And, the next time you meet in New Mexico I hope you have grown substantially," he said.

He also added that because OPEIU is growing it must be doing something right, which he added "is great for those of us who support working people."

On his achievements he cited progressive legislation passed during his administration, like his executive order protecting video display terminal operators against potential hazards.

In terms of affirmative action, he said he had just appointed the 11th woman to a judicial post. In fact, he said, he had appointed more women to the judiciary in his two and one-half years than all other governors. In addition, he appointed the first black to a judgeship.

"I want to improve the quality of life for others," Anaya said. "When I see the coldness, bitterness, mean spirit of others like the Reagan Administration, it gives me the incentive to get up and fight. Just one example is the cuts and attempted cuts in child and youth programs. But, if others think I have been progressive up until now, in the next 19 months they ain't seen nothing yet."

International President John Kelly noted that this would be Anaya's last term, and that those who support the same progressive people-oriented legislation would need to rally behind another standard bearer: "Because of his record," Kelly added, "Tony Anaya will be a hard act to follow."

