



WHITE COLLAR

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

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SIGNING OF new Consolidated Freightways contract takes place at CF's Portland headquarters. Seated is Gary Kirkland, Office & Professional Employees Local 11 secretary-treasurer, with Local 11 President Jack Horner at right. Standing left to right are: John Grieve, CF labor relations manager; Mark Hagey, Local 11 negotiator; Jerry Bowdle, CF director of accounting; Mike Richards, Local 11 business representative; Dolores Dee, Local 11 negotiator and board member; Joseph Elliott, Local 11 negotiator; Phil Seeley, CF director of management information systems.

Local 11 Wins Tri-State Gain; VP Kirkland Lauds Wage Boost

More than 600 clerical workers in three states—Oregon, southwest Washington, and Montana—won gains in wages and benefits when OPEIU Local 11 and Consolidated Freightways signed a three-year agreement on December 18.

The contract, announced by OPEIU Vice President Gary Kirkland, provides a pay increase of \$1.50 per hour over the three-year period and is retroactive to October 1, 1979.

According to Kirkland, union wages will now be protected against the ravages of recently soaring inflation by a cost-of-living formula that takes effect during the last two years of the contract. COLA will be figured semi-annually using the Bureau of Labor Statistics CPI-U.

Michael Roberts, Local 11 Business Representative, said that in addition to pay increases, health and welfare benefits are scheduled to rise 30 percent for vision care premiums and 40

percent for dental insurance.

Paid personal time off, a new benefit, is an automatic 16 hours the first year. An additional 24 hours in the next two contract years is possible, but must be earned, based on work attendance.

The Local 11 bargaining committee, in addition to Kirkland and Richards, consisted of Consolidated employees Jack Horner, Dolores Dee, Mark Hagey, and Joe Elliott.

Horner is Local 11 president and Ms. Dee is an executive board member representing the Consolidated unit.

Union Gains Hospital Victory in Vicious Arizona Campaign

"OPEIU has made a major breakthrough in Arizona hospitals," according to International Representative Richard Holober. The first private nonprofit hospital in Arizona to go union has been organized by Local 56. As the result of an NLRB bargaining order, the local now represents approximately 100 nonprofessionals at Marcus J. Lawrence Memorial Hospital in Cottonwood, Arizona.

The victory was particularly significant for the employees who had faced a vicious employer campaign, topped by a series of captive audience speeches three to four days before the election. At those speeches hospital doctors threatened employees with job loss if they voted for the union. This was especially intimidating to the low-wage employees since the hospital is the second largest employer in the area.

After the employees responded by voting 47-42 against representation, the hospital awarded employees with wage increases, *only if* they had voted "no union."

The Labor Board found all of these violations—threats of job loss, discriminatory wage increases, etc.—"so pervasive and egregious" as

to make it impossible to hold a fair election. The Board, therefore, issued the hospital an order to bargain with OPEIU, retroactive to December 14, 1978.

Holober praised the Board's administrative law judge for his fairness and his commitment to seeking redress for the hospital workers. He also praised the employees for "hanging tough" in the face of the barrage of threats. Throughout the proceedings employees continued to organize and sign up members and even formed a bargaining committee to prepare for negotiations.

Assisting Holober during the campaign and singled out for their dedication were employees Frances Barth and Johnnie Walker and Secretary-Treasurer Margie Wick.

Panel Tackles VDTs at Overflow Meeting

Growing concern about the effects of video display terminals on office employees was dramatically illustrated at an overflow all-day conference in New York City in January, co-sponsored by Local 153 and four other unions with the New York Committee on Occupational Safety and Health. OPEIU's Research Director Gwen Wells chaired the Opening Session.

Pointing out that most employees using the more than five million VDT's now installed in the U.S. are women, Ms. Wells encouraged the more than 350 attendees to utilize the conference as a Speak Out to bring up the problems they personally experienced. Complaints ranged from eye-strain and excessive tearing, to seeing green spots, to feeling isolated, hostile and bored, to a fear of radiation.

Mike Smith, of the National Institute for Occupational Safety and Health, said that the agency is not concerned about possible radiation, having tested the VDT's at the *New York Times* and elsewhere and finding no problem at the levels tested.

He said that NIOSH is still continuing to measure for radiation, but that it is placing heavy emphasis on worker stress.

"Stress causes sleeplessness, hostility, lack of appetite and problems affecting the employees life after working hours," he indicated. "How to set up a proper VDT environment should be put into labor-management contracts."

Union Requests

Crediting union requests, especially OPEIU's Local 3, for getting NIOSH to conduct studies in San Francisco, Mr. Smith pointed out that within three months of the request, they were in the field. "It is extremely important to hear from people. Sometimes, it is the only way to get the agency to research a new area."

He said that while they are doing ergonomic medical and physiological research in S.F., which is the study of the interaction between people and machines, they will make their greatest impact in the area of job stress. "It is the first research of its kind anywhere. NIOSH will provide the first international model."

Smith stated that the manufacturers of VDT's are at fault. "They sell management on the idea that the machines will reduce the number of employees and cost less, but this simply is not true."

The Newspaper Guild was the first union to move on the

VDT problem, according to David Eisen, Director of Research and Information for the Guild. "We don't feel that OSHA's tests for radiation were conclusive," he stated, "We need shielding against radiation at certain levels."

Harvey Siegel, Safety Director of the *New York Times*, said that he does an annual radiation study and has inventoried all of their VDT's. He had found a problem in a corner of one machine which had a plastic covering. The *Times* encased the VDT in metal and eliminated the emission.

The *Long Beach Press* monitors the machines and checks personnel monthly, Eisen said. "It's in their contract." He also reported that 50% of VDT users at the Associated Press have vision problems, while 30% at United Press have reported in.

In 1977, the Guild added periodic eye tests and rest periods to original tests requested in contracts and the fact that workers must be told results of the tests. They have provided locals with kits as an aid to bargaining. Managements tend to counter negotiating with the phrase "nothing has been proved," he said.

"Operating VDT's has become an extension of clerical work which has not been negotiated," stated Robert Dudnick of the Guild. "Some managements believe that the stress about which users complain is a female problem. They also tend to downgrade the work."

The Office Environment

Suggestions for a proper VDT set-up were offered by Nancy Elish of the Women's Occupational Health Resource Center. Correct seating is important; there should be a backrest on the chair which slants back. Overhead fluorescent lighting causes difficulty; it should be darker. Contrasting light is tiring; worker looks up at bright lights, then at VDT screen which is dark. Reflections on the screen are distracting and should be eliminated. Detached keyboards can cause problems. User may have to

(Continued on Page 4)

WHITE COLLAR

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

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Editorial

Save OSHA! Stop S2153!

Workers are entitled to a safe and healthy work environment—so said our nation's elected representatives ten years ago when Congress passed the Occupational Safety and Health Act (OSHA) in 1970. Have they changed their minds?

It seems so. As reported in the last edition of *White Collar*, an inappropriately named bill—"The OSHA Improvements Act of 1980"—has been proposed in the Senate Labor and Human Resources Committee.

This new bill (S 2153), written by the Business Roundtable, would *not* improve but would destroy the Act. The measure would exempt 90 percent of the workplaces in the country from OSHA safety inspections and significantly weaken OSHA enforcement.

Not only are the predictable conservative Senators, Richard S. Schweiker and Orrin Hatch, sponsoring this legislation, but it has received unexpected support from Senators Harrison A. Williams, Jr. (D-NJ) and Alan Cranston (D-Calif.), and Frank Church (D-Ida.). Williams, chairman of the Senate Labor Committee, was the co-author of the 1970 job safety law.

Employers Exempted

The proposed bill would rely on records of state workers' compensation agencies to identify employers with "good safety records." Those employers would then be exempt from OSHA inspections. Eighty percent of all workplaces would become exempt under this provision.

Another 10% would be exempted by employers declaring in affidavits that they had no employee deaths and few lost work-days due to injuries in the preceding year.

George Taylor, Director of the AFL-CIO Dept. of Occupational Safety and Health, warned that OSHA could be flooded with millions of affidavits, requiring the agency to shift emphasis from enforcement to processing employer statements.

In addition, the workers' compensation data reporting requirements vary greatly from state to state. Many companies already allegedly falsify data to keep their premiums low. The bill would provide even greater incentive for employers to falsify injury records—possibly forcing injured workers back to work.

OSHA also would be prohibited from proposing a fine for safety violations if a firm employed no more than 10 workers at any time during the preceding year.

The bill would reduce maximum penalties for firms that do not qualify for inspection exemptions as long as they maintained safety committees with worker representatives and participate in consultation programs. Penalties for such companies would be limited to \$700 for serious violations—not even enough to sting the pride of a large company.

And, these so-called safety committees would only be advisory bodies with no real legal standing. For example, a company that fails to correct a hazard pointed out by the committee is not thereby subject to penalty for willful violation of the act.

Gutting the Act

In Senator Schweiker's words the bill seeks to limit OSHA's "policeman role" and to replace it with "employer and employee self-initiative to improve workplace safety and health." We interpret that to mean that the bill would make OSHA safety compliance voluntary. Furthermore, the bill

- makes inspection so easy to avoid and penalties so inconsequential that employers have no incentive to improve conditions;
- increases an employer's incentive to under-report injuries to workers' compensation agencies;
- increases OSHA paperwork; and
- indirectly affects health inspections because such inspections are often initiated when inspectors called in on a safety inspection also turn up health hazards.

Call to Action

OPEIU members must oppose this bill now. If it reaches the

SF Local Scores Win in Labor Board Case

San Francisco Local 29 has just won an NLRB case against the Mather Federal Credit Union in which the Board ruled that in addition to refusing to bargain, the credit union had refused to reinstate unfair labor practice strikers. As a result, 52 employees were reinstated with backpay, and the employer received an order to bargain.

But, that's not all. The credit union was found to have shown anti-union animosity during the organizing campaign because of such tactics as questioning employees on union activities. Threatening employees with discharge, creating the impression of surveillance of employees' union activities, and promulgating a discriminatory work rule.

When, in spite of its union-busting maneuvers, the employees voted for OPEIU as their bargaining representative, the employer delayed negotiations. A total of 17 bargaining sessions were held between 1978 and 1979. During this same period, the employer was working to destroy the union's majority status and began circulating its decertification petition.

Finally, when the employer unilaterally implemented its last wage offer, the employees had had enough. The unfair labor practice strike began May 4, 1979.

Fearing they might be permanently replaced, however, Local 29 offered for the employees to unconditionally return to work in August. When the credit union refused their reinstatement, Local 29 took the case to the NLRB where it reached its successful conclusion.

VOTE COORDINATORS

The following are Vote Coordinators from the listed regions:

- Region I—Gerald Iushewitz
- IV—J. B. Moss
- V—Gwen Newton
- VI—Gary Kirkland
- VII—Bill Adams

Canadian Companies Try To Keep Women in Their Places

Local 378 made the not-so-unusual discovery that 90 percent of the women employees at British Columbia Hydro and the Insurance Corporation of B.C. were concentrated in Grades 1 to 6, while the vast majority of male employees were in the higher-paying 7 to 13 grade levels.

To correct the problem, the Committee recommended contract clauses providing for more educational leave and on-the-job training to allow women to obtain the necessary skills for the higher job categories.

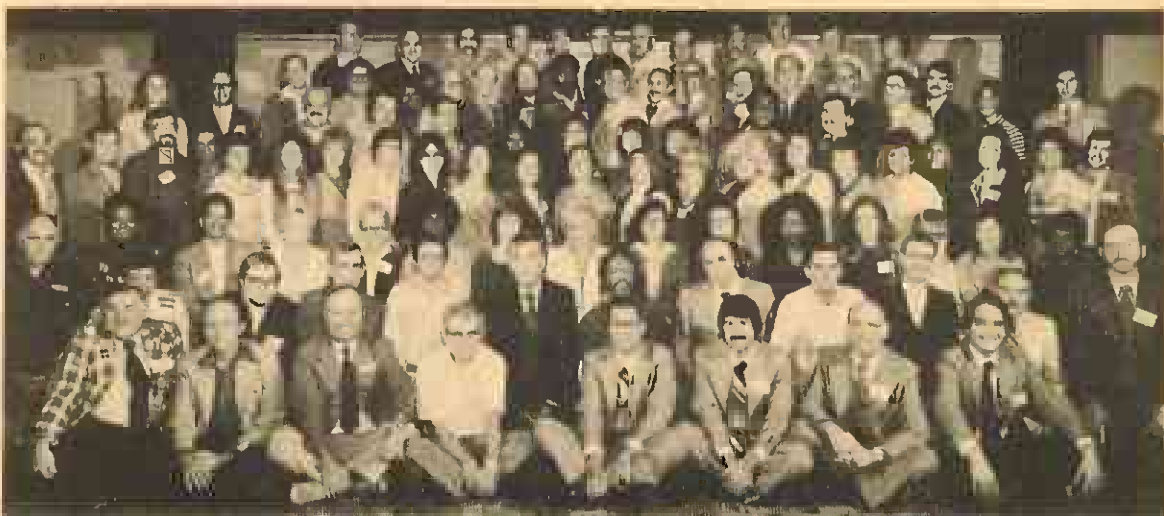
The Committee also proposed upgrading maternity clauses to ensure women no loss of seniority.

Another recommendation was for the union to push for affirmative action programs within the companies. But, as the Committee readily admits, "None of this will happen unless women become more active in their union."

OPEIU EDUCATIONAL CONFERENCE PHOTOS



Northwest Conference



North Central Conference

Senate floor, the entire OSHA Act will be subject to amendment. During this election year, many liberal senators are obviously tempted to demonstrate how conservative they really are to gain support of big business. Union members need to remind these elected representatives of labor's priorities and our influence at the polls.

Write immediately to members of the Senate Committee on Labor and Human Resources urg-

ing them to block this bill.

Jennings Randolph (D-W.Va.), Claiborne Pell (D-R.I.), Edward Kennedy (D-Mass.), Thomas Eagleton (D-Mo.), Donald Riegle, Jr. (D-Mich.), Howard Metzenbaum (D-Ohio), Jacob Javits (R-N.Y.), Robert Stafford (R-Vt.), William Armstrong (R-Colo.), and Gordon Humphrey (R-N.H.). Address all mail to the Dirksen Senate Office Building, Washington, DC 20510.

Automation: The Need for Union and Government Responses

The last installment of the four-part series on technological change from "Interface" (a magazine published by the AFL-CIO's Department of Professional Employees), provides detail on four contract provisions that unions may want to include in their agreements: (1) union-management cooperation, including advance notice, special joint committee and consultation (2) changes in job content and rates of pay (3) cushioning the impact of job change or loss and (4) sharing in the gains of productivity.

Union-Management Cooperation

An "advance notice" provision in the contract simply requires the employer to notify the union of an impending change at the earliest possible date. Given the need for management decisions on major technological changes far in advance of their introduction, considerable emphasis can be placed on the advisability of an adequate "lead time" to enable the parties to make appropriate arrangements.

In all probability, however, it will require more than a mere advance notice of a contemplated change to fully cope with the necessary adjustments. For this reason, the union should seek to establish a Special Joint Committee, consisting of equal representation of management and employees, to study all available data on the effects of technological changes on the utilization of manpower. The goal of the committee would be to ensure that the interests of both the em-

ployer and the employees are fairly and effectively protected.

Consultation rights of the union should include a firm obligation that such matters as seniority, transfers, early retirement, retraining and wages, hours and working conditions be settled to the mutual satisfaction of the parties. A time limit provision for resolving these issues may be vital.

In some instances, the introduction of new machines and processes may so change work activities or materials handled that the union's jurisdiction over the resulting jobs may change. Thus the parties should fully explore and recognize the value of proper assignment of people. The union would be wise to include strong jurisdictional language in its contract even before the changes occur.

Other matters of concern are attrition; reduction in hours and extended vacations; preferential employment rights; broadened seniority and transfer rights; training and retraining and reemployment rights.

Cushioning the Impact

Despite the existence of job guarantee provisions and internal transfer arrangements, changes in technology may lead to termination of employment, either permanently or temporarily. Attention immediately focuses on the regular income of affected workers who may also incur other expenses in undertaking training courses to qualify for other employment. The risk of an abrupt loss of all income is comparatively slight, since unemployment insurance usually covers the jobless worker for a limited time. But, as an addition to such protection, other forms of financial support, i.e., lump-sum severance payments or periodic supplements, should be made available under the contract.

Some agreements protect the present wage rate when an employee is forced to take a lower-paying job. Whether such wage protection is temporary or permanent is subject to negotiation.

Sharing in Productivity Gains

Since the main reason for introducing new technology is to improve productivity with the same or less amount of human effort, employees have a legitimate expectation of sharing in the progress that results. In exchange for a cooperative attitude, despite retraining needs and job transfers, the standard of living of employees can be maintained, and indeed enhanced, by automation. An annual improvement factor provided in the contract is one method of assur-

ing that employees benefit from the changes. Year-end dividends, or profit-sharing is another approach. Regardless of the method provided, every effort should be made to reward the employees—not just the employer—when new technology results in increased productivity.

Need for Governmental Regulation

While collective bargaining holds a vitally important role in meeting the challenges created by new technology, there is no doubt that government will have to monitor these developments and respond to the needs of employers and employees alike.

Much of the foreign competition experienced by American enterprise has reached a high level of automation. In many cases, particularly in Japan and Western Europe, governments have already recognized the need to become involved. Tax laws, both for business and workers, have taken into account the impact of technological change.

In the United States, however, little has been done to encourage investment in new processes by business, or to protect displaced or drastically affected workers. Perhaps, a "technology adjustment" insurance similar to that paid to workers whose jobs have been lost due to the removal of their work to foreign countries should be legislated. If retraining or reeducation cannot be fully covered by a "tuition refund" provision in the contract, government should be prepared to assist with educational funds.

Governmental regulations, both federal and state, need to be examined carefully. Already, particularly in the communications field, sensitive jurisdictional problems have arisen that will require government action to resolve.

All too often, government reacts too slowly, if at all, to the problems of our people. It will be a big challenge, both to business and employee representatives to secure the fair and effective participation of government as new technology changes the way we live our lives.

Kelly Elected to International Governing Body

President John Kelly was elected to the Executive of the Federation of Commercial, Clerical and Technical Employees (FIET), which is comprised of white collar trade unions from across the globe.

Kelly was elected at the 19th FIET World Congress which took place in Caracas, Venezuela, November 26 to 30, 1979. Altogether some 650 people including 372 official delegates, attended the Congress—the first to be held in an industrializing country.

Major themes dealt with by the Congress included the challenges of economic uncertainty, of the new international economic order, of the multinationals and of the new technology. All developments foreseen pointed to the 1980s truly being the decade of the white collar worker.

To give proper recognition to the growing importance of professional and managerial staff in the trade union movement, the Federation's name was changed to "International Federation of Commercial, Clerical, Professional and Technical Employees."

Union Busters Busted

For the first time the federal government is prosecuting lawyers employed by the nationally infamous union-busting firm—Pechner, Dorfman, Wolffe, Rounick and Cabot.

Two lawyers—Allan Dabrow and Julius Steiner—are charged with various counts of conspiracy, subornation of perjury, obstruction of NLRB proceedings and interference with an NLRB agent.

If convicted, Dabrow faces maximum punishment of a \$31,000 fine and 35 years in prison. Steiner faces a \$31,000 fine and 45 years in prison.

Davis Feld, president of Today's Man the retail clothing firm which hired the union busters to obstruct an organizing campaign, was also named in the indictment. Feld faces a \$26,000 fine and 45 years in prison.

The indictment alleges Feld and the lawyers encouraged witnesses to lie about salaries and employment histories of the employees at Today's Man to disguise who was entitled to vote on unionization. Three of those witnesses have already pleaded guilty to lying at NLRB proceedings last year and have agreed to testify against Feld and the lawyers.

The indictment further alleges that in some instances employees were fired and replaced with management employees and relatives of company officials who would vote against the union.

Public Relations Handbook

At the request of the International, the OPEIU News Bureau, headed by Charlotte Klein, has prepared a Public Relations Handbook to aid locals in making themselves known to the media. These will be mailed to the locals shortly.

OPEIU Sponsors Film on Working Women

WORKING FOR YOUR LIFE, the only documentary film ever produced about the health and safety of women on the job, has received the financial support to guarantee its completion from OPEIU along with 13 other international unions, 25 locals, and four foundations.

The film, a Labor Occupational Health Program (University of California at Berkeley) Film Production, is an hour-long color film focusing on the hazards faced by today's 43 million American working women.

The film reveals that although clerical workers, hairdressers, or operating room nurses are not usually included on lists of hazardous occupations, clerical workers suffer diseases related to job stress; beauticians use hair dyes that may cause cancer; and operating room workers exposed to anesthetic gases have unusually high rates of miscarriages and stillbirths.

Filmed in 40 different workplaces, WORKING FOR YOUR LIFE highlights both jobs traditionally held by women and jobs into which women are just beginning to move. With a soundtrack of blues and country music, women speak candidly about the problems they face at work.

But, WORKING FOR YOUR LIFE goes beyond a simple statement of the problems of women workers. Among those featured are women who refuse to stand by while accidents and illnesses skyrocket in number—women who are actively fighting to improve working conditions.



Typical VDT Operator

WORKING FOR YOUR LIFE has been recognized by OPEIU as an important film for the Occupational Health and Safety movement, labor education, union organizers and for working women and men everywhere.

A special rental offer of \$55 is offered to OPEIU locals that indicate they have read this article in WHITE COLLAR. The film may be rented from LOHP, Transit Media, 779 Susquehanna Ave., Franklin Lakes, N.J. 07417.

For information or film purchase (\$475) contact LOSHP Films/UCB, 2521 Channing Way, Berkeley, California 94720, (415) 642-5507.



from the desk of
**PRESIDENT
JOHN KELLY**

It is with deepest regret that OPEIU acknowledges the death of George Meany, former President of the AFL-CIO.

In his farewell editorial, published in the November issue of the *AFL-CIO American Federationist*, Meany characteristically described himself as an "inheritor" of the "truths" of trade unionism.

But, Meany shall be remembered and appreciated by all people who work for a living as one of the greatest visionaries of the labor movement.

It will be hard to build an appropriate monument to such a leader. The greatest memorial we can offer will be to fight for a stronger and larger labor movement, heeding Meany's final request—"Now go out and make it better."

Meany's Final Editorial:

"We Will Not Quit"

As long as people work for a living, there will be unions. And as long as workers are subject to employers whose sole motivation is profit or personal aggrandizement, workers will continue to build stronger and more effective trade unions to protect and advance their collective interests.

And as long as there are such trade unionists, labor will be opposed by those who seek to portray workers and their unions as separate entities—referring to unions as an unneeded "third force," just as the diehard segregationists falsely labeled civil rights organizations as "outside agitators."

There's no reason to believe those basic facts will change much—not now, on the dawn of the 1980s, or in the foreseeable future. Labor's methods may change; allies and enemies will shift occasionally; the jobs and needs of our members may change.

But the basic definition of who we are and what we do will remain. American unions have been and will remain the only major private U.S. organization whose sole purpose is advancing the cause of American workers. That covers the hours per day people must work, but also the other hours they must live—as citizens, consumers, taxpayers and users of a wide variety of services.

That is why labor's interests are so broad and why the AFL-CIO is so deeply involved in virtually every legislative battle. It is a fact of life that everything that concerns people concerns workers and their unions.

From workers' needs and concerns, we have derived a trade union body of principles which become the "labor response" and reflect our best instincts as citizens and as trade unionists.

It has been my honor and privilege to have served as president of the AFL-CIO for 24 years, as a federation officer for 40 years and an active trade unionist for more than 60 years. Yet when I was elected to my first office, I was as much an inheritor of a trade union body of thought as any one is today, or will be tomorrow. And the same was true of Samuel Gompers, William Green, Philip Murray or anyone before me.

That body of thought has grown and changed, just as the labor force has changed incredibly. But the more we move to new job descriptions and new colors for our collars, the more we return to our roots—with the college professors of today seeking the same collective strength won long ago by the very first trade unionists.

Our "trade union response" will always be steeped in truths we believe are self-evident. From them, it is easy to predict that the labor movement of the future:

- Will continue to put the defense of the nation and the Constitution first, whether the test be from a foreign foe or from those who would destroy the Constitution for the sake of their own narrow single issue.

- Will continue to mold responses born of our own democratic processes through which workers are quite adept at letting their leaders know what they do or don't want. A major milestone in that process was the merger of the AFL and CIO. We have retained and expanded the strength symbolized by that hyphen we put in our name when we united into a single trade union center nearly a quarter-century ago.

- Will not hesitate to cooperate with the business community when the goal is good and the cause worthy. But it will not hesitate to disagree and fight, for we know that the united strength of labor is greater than all the wealth of the employers and that the common good is not always found on the bottom of a ledger sheet.

- Will stick closely to our credo of watching what elected officials do, not what they say. Our requests for legislative change

VDTs continued from page 1

crane neck from keyboard to screen. If height of keyboard is wrong for the user, it contributes to poor posture and tired arms. Eyes see best in the yellow-to-green color spectrum, so screens should be in that range; however, this sometimes causes an after-image.

Regular maintenance of machines is crucial. As they run down, words blur or fade on the screen, causing eyestrain.

For the first time, a focal point for concern about office safety has been provided by the increasing use of VDT's, pointed out Conference Coordinator Tobi Bergman of the New York Committee on Occupa-

tional Safety and Health.

"The VDT is the symbol of the vast changes taking place in the office environment," he said. "The worker should be influencing the changes. We can't wait until the research results are in; we know that job stress contributes to heart disease. We also know that there is no safe level of radiation," he stressed.

"It is management's responsibility to inform workers of possible hazards in the workplace. We need to take action now or clerical work will become more and more industrialized and employees will have little influence over the conditions under which they work."



Research Director Gwen Wells speaks to OPEIU members during a conference break. Pictured left to right are: Wells; Louis Nappa and Representative Paul Greenspan of 153; Local 32 members Patrick Tully and Frank Esposito; Member Lucius Lumpkins and Representative Gladys Lee, both of 153.

will not be couched as either begging or demanding, but will be made with a clear perception of whom we represent and how they, through COPE, participate in the legislative process. Chief among our legislative goals will be jobs, education, health care and housing—the central concerns of every worker's family. And labor will protect and defend, in every forum and court in the land, our rights to assemble freely, to bargain collectively and to withhold our labor. These are rights absolutely essential for all free men and women and we will never surrender our rights nor let anyone take them away.

- Will never forget our responsibilities as an integral part of the richest and freest nation in the history of mankind to our brother and sister workers around the world. We will support all free and democratic trade unions against any would-be oppressor. We will aid in every legal and legitimate way all workers now bound by the chains of totalitarianism and who yearn to be free. We will proclaim in every manner possible our sure and certain knowledge that trade union rights and human rights are as interchangeable as they are indispensable. We will not stand by for the export of our jobs by those whose motivation is the exploitation of some far-away fellow workers far less equipped than we to protect themselves.

In sum, these are the principles that have always guided us, but they form a living, changing testament. Many of the goals we seek today are goals we have sought every day of the last quarter-century. We have not, for example, achieved either tax justice or national health insurance, but we have not and we will never stop trying. And that is a demonstration of the final, enduring strength of the American labor movement: simply that we will not quit.

Labor never quits. We never give up the fight—no matter how tough the odds, no matter how long it takes.

That is the message of this, my final editorial as president of the AFL-CIO and the editor of this magazine.

Being editor of the *Federationist*, one of the responsibilities of the president, has been a rich and rewarding experience. It has given me a new appreciation of the importance of labor press as a method of getting labor's opinion—straight and factually—to a nation whose public press all too often reports labor's position meagerly, if at all, and misinterprets its goals and motives more often than not.

So I particularly add labor editors to the million of trade unionists whom I both thank and exhort with this final message:

Yours is a good labor movement.

Now go out and make it better.

HEALTH BRIEFS

Public Supports National Health Insurance

An overwhelming 67 percent of the American public feel there is a need for national health insurance, according to a Gallup poll conducted for the American Medical Association. Americans, the survey found, are satisfied with the quality of their health care, but about half of the people surveyed said they could not afford the cost of a major illness. As for everyday medical expenses, one person in three lacked confidence in the ability to pay.

Roller Skating May Be Hazardous to Your Health

A roller skating MD advises that beginning skaters especially protect their lower arms and wrists. In a letter to "The New England Journal of Medicine," he said skating injuries have more than doubled since 1974; emergency rooms treated an estimated 95,103 roller skaters in the first nine months of last year. Most common injuries are wrist fractures and wrist sprains.

U.S. Price Index

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

1978	
September	199.3
October	200.9
November	202.0
December	202.9
1979	
January	204.7
February	207.1
March	209.1
April	211.5
May	214.3
June	216.9
July	219.4
August	221.5
September	223.7
October	225.6
November	227.6
December	230.0

Canadian Price Index

Statistics Canada
* New Base 1971 = 100

1978	
*September	177.5
(*First decrease since Sept. 1971)	
October	179.3
November	180.8
December	181.3
1979	
January	182.7
February	184.4
March	186.6
April	187.9
May	189.7
June	190.6
July	192.1
August	192.8
September	194.5
October	195.9
November	197.8

If you move, send your old and new address, including zip code and social security or social insurance number to:

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Washington, D.C. 20006