



WHITE COLLAR

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

No. 394

May-June 1980



Secretaries rally on Wall Street.



PICTURED, left to right, are: Frances Pritchett, Local 105 Trustee; Lee Pritchard, Former President and Honorary Member; Peggy Shaver, Financial Secretary-Treasurer; Melba Fiser, President; Amy Shelton, Member; Alberta Gill, Member; and Dorothy Vick, Member.

Little Rock

In conjunction with National Secretaries' Day, Local 105 saluted the secretaries of Little Rock on April 23 by setting up a booth and distributing 500 pamphlets to office workers in the heart of Little Rock's business and banking district.

According to the local's President Melba Fiser, most of the members participated in the event. Also assisting were State AFL-CIO President J. Bill Becker and Secretary-Treasurer Jerald Jacobs; AFL-CIO Representative Gene Harris; Business Agent Martye Schuller of the Machinists; and others from various unions in the city.

The pamphlet which the local had printed for the occasion emphasized "Raises, Not Roses," and listed information about OPEIU. The pamphlet emphasized the large gap between organized and unorganized office workers' salaries.

President Fiser said of the event: "We feel our efforts were very successful and we possibly will gain some organizing leads from the venture. But, more important our membership benefited from the experience of working together."

New York City

In the heart of the nation's financial district—Wall Street—Local 153 held a rally in celebration of National Secretaries' Day. The Federal Hall rally was aimed at helping bosses change their tune and grant their secretaries more respect, as emphasized by the theme "Raises, Not Roses."

Featured speakers at the event included City Councilwomen Carole Greitzer, Ruth Messinger, and Miriam Friedlander; Vice Chair of the City Commission on the Status of Women Lynn Schafran; and Mary Burke Nicholas, Director of the Women's Division of New York State.

Councilwoman Greitzer told the crowd: "Unionizing office workers is what is essential. It's a harder thing to do than unionizing other groups because many office workers are just a few people working in an office who are less apt to organize. But, down here on Wall Street they do have larger firms and it may be a good place to start. This is the area where women have been more oppressed than in most other places."

One of the hundreds of secretaries who stopped to listen to the folk-singing and speeches said, "I think it would be fantastic if at the bank we had a union." Another commented: "Well, we do get raises once a year, but I think it should be more often. We just don't get that much respect. That's the whole problem, no respect. They don't see you as an individual, just a cog in the machine."

San Francisco

Local 3 President Kathleen Kinnick participated in an hour-long radio broadcast Wednesday, April 23, commemorating National Secretaries' Day. Appearing on the program with her were the Chairperson of Women Organized for Employment's Pay Committee and the President of the San Francisco chapter of the National Secretaries' Association.

Following an informal discussion concerning the plight of the white collar/clerical workers in today's society, the participants responded to audience call-in questions. Most of the questions were directed to President Kinnick, and she did not miss the opportunity of advocating union organization as the only effective means for clericals to improve their economic position in the workplace and achieve the many other benefits working women today are seeking.

Raises not Roses

Secretaries Unite to Gain Respect

To celebrate the contribution made by secretaries and other clericals to the nation's economy and to draw attention to the fact that secretaries have been typically undervalued—underpaid—OPEIU locals across the country held rallies, interviews, set up booths, and marched on National Secretaries' Day April 23. (See related articles on this page.)

One purpose of the demonstrations was "to let these women know there is a way to solve their problems," according to OPEIU President John Kelly. That way is, of course, organizing.

The U.S. Bureau of Labor Statistics figures on clerical workers prove two points: Many office workers are not members of unions, and those who are unionized do make more money. Last year, there were 17.6 million clerical employees including clerks, bank tellers, secretaries, cashiers and others in similar occupations. According to 1977 statistics, the latest available, only 19.1 percent, or 2.9 million, were union members.

Since OPEIU represents some 100,000 of these U.S. workers, "we're still just a small percentage," said Kelly. "How can anyone say they don't need a union when they see the average salaries of the organized versus the unorganized?"

A Union Wage

The government figures show that, in 1977, the average unionized female clerical worker earned \$192 per week, 21 percent more than the unorganized worker, who was paid only \$159.

While the inflation rate soared 18 percent the past year, an urban secretary's pay after inflation rose only 2.1 percent—resulting in almost a 16 percent decline in real wages. Only unionized workers with cost-of-living clauses were able to keep pace with inflation.

Discrimination

In addition to declining standards of living, women continue to receive discriminatory wages. Women continue to earn only 60 percent of men's salaries in equivalent positions. This is true of both clerical and professional positions.

Under OPEIU contracts the gap has considerably narrowed, if not been outright eliminated. OPEIU, in fact, was highly instrumental in establishing the legal concept "equal pay for equal work." We are now in the forefront of the "equal pay for comparable work" movement.

Employers in the past—and today—have assigned different job titles to justify differences in pay. As a result, we have to understand the unequal evaluation of jobs held predominantly by women and those held predominantly by men. A neutral evaluation system must be devised to evaluate jobs—to compare the relative value of men's and women's jobs.

Unions now have cases in the courts to establish the "equal pay for comparable worth" concept. It remains to be seen how successful these efforts will be. But, without unions like OPEIU there is no hope at all.

(Continued on page 2)

WHITE COLLAR

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

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President

WILLIAM A. LOWE
Secretary-Treasurer

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Secretaries Organize

(continued from page 1)

Sexual Harrassment

Another form of discrimination women have experienced on the job is sexual harrassment. Sex has been used as a weapon on the job. Complaining against sexual advances has often meant loss of a job or no chance for promotion for the women. Ignoring or enduring it often has meant development of stress related illnesses.

OPEIU and other unions have defended such women in arbitration cases and in the courts for years. Because of these efforts the EEOC recently released guidelines against sexual harrassment, making it a violation of Title VII.

OPEIU will continue to defend women under contract clauses prohibiting discrimination on the basis of sex. The union will also strive to obtain stronger language to define the issue and make it explicitly grievable under the contract.

Automation

The office is becoming more and more automated. Predictions have been made that between 19 and 40 percent of all clericals will be threatened by job displacement due to new technology.

With the introduction of the video display terminal (cathode ray tubes), commonly known as VDTs or CRTs, we are already seeing the move toward the "paperless office" and reduced workforce requirements. In banks automatic cash dispensers have replaced many tellers.

The impact of microelectronics, however, will not only be job displacement. Many of the remaining jobs will and have been affected in other ways.

Many involve deskilling. Secretarial staff is usually split into two groups—those handling administrative duties and those who type. The danger is that the majority of secretarial staff, even if they have been members of a typing pool before, would likely find that what was comparatively varied work has become little more than concentrated drudgery.

Promotional opportunities are also likely to diminish. Being confined to a very narrow range of job activities, there is less opportunity for developing wider skills and knowledge which might be the beginnings of career development.

Office Hazards

In addition, safety and health problems—never before associated with office work—have arisen, largely due to employers' emphasis on productivity with little regard being paid to effects on the workers.

The VDTs which have television-type screens that display information to keyboard operators—and which are changing the office more than any other piece of machinery at present—are causing serious problems for office workers.

The operators are complaining of eye strain and irritation, neck and back pains, dull headaches, seeing blurred or double images, dizziness and nausea, problems with eyeglasses and contact lenses.

There is even a possible radiation hazard associated with the VDTs. To date very limited testing has been conducted by the government and industry. Conclusions of the few tests have been challenged by OPEIU, other unions and independent health specialists. For one, manufacturing defects or poor maintenance could cause higher levels of radiation to be emitted. In addition, to date there has been proven to be no known safe level of exposure. Even at very low levels of radiation, OPEIU maintains, the worker's health could be seriously jeopardized.

The Solution

Offices have, therefore, tended to grow larger, more impersonal, automated, and even unsafe. Many have started to

Congress Proposes Threats to Maritime Bargaining, "People Programs," Jobs

Maritime

Maritime bargaining would be dealt a severe blow under a harmful provision of the proposed Omnibus Maritime Bill. Designed to bolster the ailing industry, the bill (H.R. 6899) includes a section which puts the government in the position to veto agreements reached by management and labor. It would direct the Secretary of Commerce to "monitor operations of the contractor and . . . notify Congress of any uneconomical or inefficient practices . . .", including collective bargaining, and to recommend action to eliminate such practices.

What You Can Do: H.R. 6899 is expected to reach the House floor soon. Urge your Representative to strike this anti-union, anti-worker provision from the bill and uphold free bargaining in the maritime industry.

The Budget

Budget slashing resolutions are coming to a vote in the Senate which, if passed, will prove

disastrous for workers, the aged, minorities and the poor. The House has already passed such a proposal. Some members of Congress appear determined to balance the federal budget at figures so low as to result in accelerating the national economic downturn.

Estimates reveal that the skeletal budget proposals now under consideration will eliminate at least 500,000 jobs directly and many more jobs indirectly. Furthermore, cuts in social programs such as social security, food stamps, school lunches, and energy assistance will make a hopeless situation worse for those who depend on such programs to live.

Many economic experts refute the myth that such budget slashes would curb inflation and say that such proposals will actually create a vicious cycle of unemployment, poverty and financial dependence upon the government for anti-recession programs.

What You Can Do: Write your Senators now. Urge them to reject the budget reported out of the Senate Budget Committee.

Local President Defines Leadership

Carrie B. Brown has been a Roosevelt University employee in Chicago for the past twenty-six years. She has served as President of the OPEIU Local 391 for the last eleven. In a recent interview she shared her thoughts on leadership in unions.

In reflecting over the last eleven years, Carrie stated that she had never encountered any particular conflicts or problems as president because of her gender. "When trying to build a better union," she stated, "you will always encounter many hardships, and this is to be expected by any officer or labor leader, male or female." Carrie recalled that there had been three male presidents who preceded her in office. Her first arbitration case centered around one of those past presidents.

On Leadership

From past experience, Carrie expounded on what she felt made a successful labor leader. "First," she stated, "a union leader has to have a lot of drive. He or she must be motivated not only in what he or she thinks or feels but he or she must also be sensitive to the needs of his or her fellow workers.

"A good leader," she continued, "must acquire and develop the ability to cope with the many problems that will always be cropping up from time to time. One has to be skilled and strong enough, that, in spite of whatever difficulties arise, to weigh them for what they are worth, and then to come out of them the best way one knows possible. A good leader must be able to accept criticism, be it good or bad." In fact, Carrie felt her improvement or success has come about from the criticisms of many members and friends.

In summing up, Carrie stated, "a good leader must be broad-minded or open-minded enough to grow and develop in his or her leadership role." Some of the positive union leaders who gave Carrie direction in her labor career were



Carrie B. Brown with President John Kelly

President Emeritus Coughlin, International Vice Presidents Billy Adams and Gwen Newton.

On Change

When questioned about change within the last decade, Carrie began by saying that in the beginning, when she first became president, she was somewhat disillusioned, as she felt change would be fast. But, through her union experience, she finally realized that change is a slow, gradual process. For the 80's, Carrie sees change brought about by automation, precipitating change within the rank and file membership.

Carrie has great expectations for the 80's. As president, she would like to see the local organize more white collar units successfully. She would also like to see more members motivated to work in their unions. In concluding, it has been Carrie's experience that, "In the labor field, the persons who get ahead are the ones who work the hardest."

seem like assembly-line factories, requiring dull and repetitious work, without the chance of advancement that white collar work traditionally promised.

White collar work has lost many of its old advantages in pay, job security and a pleasant work environment, which were supposed to make organizing unnecessary.

As a result, clerical workers have become the fastest-unionizing group in the country. Clericals have flocked into OPEIU

- because its contracts provide a union wage—a living and saving wage;
- because its contracts contain technological change clauses guaranteeing employees re-

training in new technology;

- because of its work in protecting employees from safety and health hazards in the office;
- because of its fight against sexual discrimination;
- because of its seniority and promotion clauses guaranteeing women opportunity for advancement and protection from job loss.

Because clericals are growing angrier and angrier for all of the above listed reasons and more. Because clericals are organizing to protect themselves, to better their working conditions, to gain some control over their work environment, and to demand recognition of their accomplishments.

LOCALS MAKE GAINS INTERNATIONALLY

Local 444 Gains 26.3% at Magic Chef

Local 444 members at Admiral's Magic Chef division in Galesburg, Illinois voted overwhelmingly to accept a new three-year agreement. The contract calls for a cumulative salary increase of 26.3 percent.

A cost-of-living clause was also reached which called for an adjustment in the second year of one cent per hour for each .4 increase in the CPI, with a 15-cent maximum for the year. During the third year, the same one-cent hourly increase for each .4 increase in the CPI, with a 20-cent maximum increase allowable, was negotiated.

Members also gained a new dental plan completely paid for by the corporation. This was \$500 per person and \$1,000 per family maximum payments, with \$50 deductible for each person yearly. The benefits would cover 80 percent of customary services.

Gains, too, were made in the major medical program which increased from \$20,000 to \$25,000 paid annually, with the corporation paying 90 percent of the cost.

The medical plan will cover all dependent children who are full-time students to age 25.

An improvement in accident and sickness benefits was also agreed upon. The weekly disability benefits were increased to \$100 weekly the second year of the contract and \$105 beginning the third year.

Negotiating for Local 444 were Local President Marvin L. Masters, members Helen Wilds, Ronald Lindner, Tom Moorehead and Terry Roate.

Local 23 Scores 25% Gain at Gas Company

Washington Natural Gas Company members of Local 23 gained a cumulative wage increase of 25 percent in their new 3-year agreement, in addition to cost-of-living increases the last two years. The excellent contract gains were attributed to a united membership and a positive company attitude conducive to a cordial settlement by Local 23 Business Agent Frank Fennerty. "This has been the best set of negotiations we have conducted with the company," he said.

Employees will receive an additional 1.5 percent increase in each of the three years as a result of the employer's agreeing to absorb all contribution costs of the pension plan, reported Fennerty. The company also agreed to maintenance of benefits for all health and welfare programs.

An additional floating holiday has been added to the calendar, increasing the total number of paid days-off each year. In addition, employees with seven years of service will be eligible for three weeks of paid annual leave, down from the eight years previously required. Also, four weeks of annual leave will be available to those with 14 years of service, instead of the former 15 years. Employees with 20 years of service for the first time qualify for five weeks of leave.

Assisting in the negotiations were members Glenn Shimoishimaru, Mary Forest and Debbie Chesna.

106 Arbitration Award Sets Precedent

An arbitrator has ruled that an Electric Boat worker fired last December should be reinstated and receive interest on his backpay. "This sets a precedent in local arbitration awards," according to Local 106 President Paul Bruno.

The case involved Jack Lewis of Westerly, Connecticut, an expeditor who was fired for allegedly writing information about a union election on walls at the corporation.

Lewis, a seven-year EB veteran, is a trustee of Local 106 and was running for vice president at the time of his firing.

The union argued that Lewis' firing was excessive punishment, even if he did commit the offenses alleged by the company—charges he never admitted. The arbitrator agreed and said the alleged offense warranted only a three-day suspension, not discharge.

The arbitrator ruled that Lewis should be reinstated immediately, with backpay and interest. Union officials consider the interest provision an important precedent which could affect future cases.

SGI Members Score on Wages and Hours

Local 397 members at Saskatchewan Government Insurance have negotiated a new two-year agreement providing a cumulative salary increase of 15.25 percent, plus cost-of-living protection in each year. Classification adjustments were also won.

A major breakthrough, according to International Vice President Bill Wittal, is a reduction in hours of work for the Labour and Trades component to an average 36 hours per week, retaining the alternating 3-day and 2-day weekends.

Members also achieved educational upgrading incentives which provide 30 hours pay for each credit obtained by an employee in the Insurance Institute of Canada Program, and 20 hours pay for each credit in the RIA Program. As a result, an employee will now receive, on the basis of the present average salary, in excess of \$4300 for attainment of a fellowship in the Insurance Institute.

An improved vacation definition providing an additional one or two days of paid vacation for every employee was also included. All employees currently work nine 8-hour days in a fortnight, but while on vacation will receive five working days of vacation for each week of entitlement.

Increased shift differential and road allowance for field staff, improved compassionate leave provisions, and an increase in sickness insurance benefits from 66⅔ to 70 percent of salary round out the package.



At the SGI contract signing are (left to right): the Honorable Wes Robbins, Minister-in-Charge of SGI; David Maki, Local 397 Representative; W. P. Wittal, President of Local 397; John Green, Q.C., General Manager of SGI. Seated is Harry VanEyck, Treasurer of Local 397.

B.C. Hydro Members Report Major Gains

The 3,600 British Columbia Hydro members of Local 378 ratified a new contract recommended to them by their negotiating committee, reports Local President Fred Trotter. The new 2-year agreement provides a cumulative wage increase of 16.64 percent.

Highlights of the new agreement include major steps forward in definitions of part-time and temporary positions. Temporary positions existing for more than a year will have to be posted as regular jobs. Part-time regular employees will be assigned a regular shift which cannot be changed without 2 weeks notice, unless the member agrees to the change.

Another major and more innovative change was the proposed new job evaluation scheme, which provides an appeal process open to individual employees or groups of employees who feel their jobs have not been correctly evaluated.

Members asked to start work 2 hours earlier than the standard starting time will, under the new contract, be entitled to a paid meal break, like employees working 2 hours overtime or more at the end of the day.

Overtime payments for Saturday, Sunday and statutory holidays and for shift workers working on days scheduled in lieu of Saturday, Sunday or their holiday were increased to straight double time.

Senior employees will also get improved annual vacation. The entitlement was increased from 5 to 6 weeks for members in their 30th year of service and members with 5 years of service will be able to bank up to one of their 3 weeks for taking at a later date.

Numerous other gains were made in travel expenses, dental plans, and maternity leave.

106 Reaps Another Arbitration Win

Groton, Connecticut's Local 106 has scored another arbitration victory, this time one protecting the jobs of a number of OPEIU members.

The local had obtained a prior grievance settlement with General Dynamics' Electric Boat Division, stating that "Non-cleared construction workers will be escorted by messengers represented by OPEIU L-106 in potentially sensitive areas." The corporation, however, has continued to use non-bargaining unit personnel for this job while messengers were on layoff.

All of that has ended, said Local President Paul Bruno, since an arbitrator has recently upheld the prior grievance settlement and ruled that the work belongs to Local 106.

The arbitrator stated that where there is more than one-day's work available, the company must assign messenger/escorts, even though it may be necessary to recall such an employee from layoff for that purpose.

That such intermittent recalls may be a nuisance to the Employer's Personnel Office can be readily conceded, he said. But, the nuisance level is not so high as to outweigh the union's right to a rational remedy for the contract violation found.

Also present at the hearing with President Bruno were Steward Eugene Jacoinski, Past Steward Gerald Kurtick, Department Clerk Robert Traynor, and Escort Betty Piccharka.

Wage Gain Highlights Local 12 Agreement

Group Health Plan, Inc., Minneapolis-St. Paul, Minnesota, and Local 12 members have agreed on a new three-year contract, Business Manager H. R. Markusen reports. Substantial gains were made by the members—most noticeably in wage improvements.

The contract, covering some 290 workers at the HMO's eight clinics, provides a cumulative 24.5 percent increase for employees not at the top of their salary grade, plus an additional 6 percent for step increases.

Employees who are at the top of their salary grade will receive a cumulative 25.5 percent increase, with an additional 2 percent cost-of-living adjustment if the Consumer Price Index rises 10 percent or more during the 12 months preceding the beginning of each of those years.

An additional personal holiday was added to the contract. Also, under the new agreement the employee's contribution to dependent health insurance coverage is frozen so any increases will be picked up Group Health.

Canadians Blaze New Contract Trails

Members of Local 397 have achieved innovative contract gains which include flex-hour provisions and paternity leave of three days with pay and/or two weeks without pay.

The ground-breaking agreement was reached between the local and Struthers and Associates, a Regina public relations and advertising firm, reports Vice President Bill Wittal.

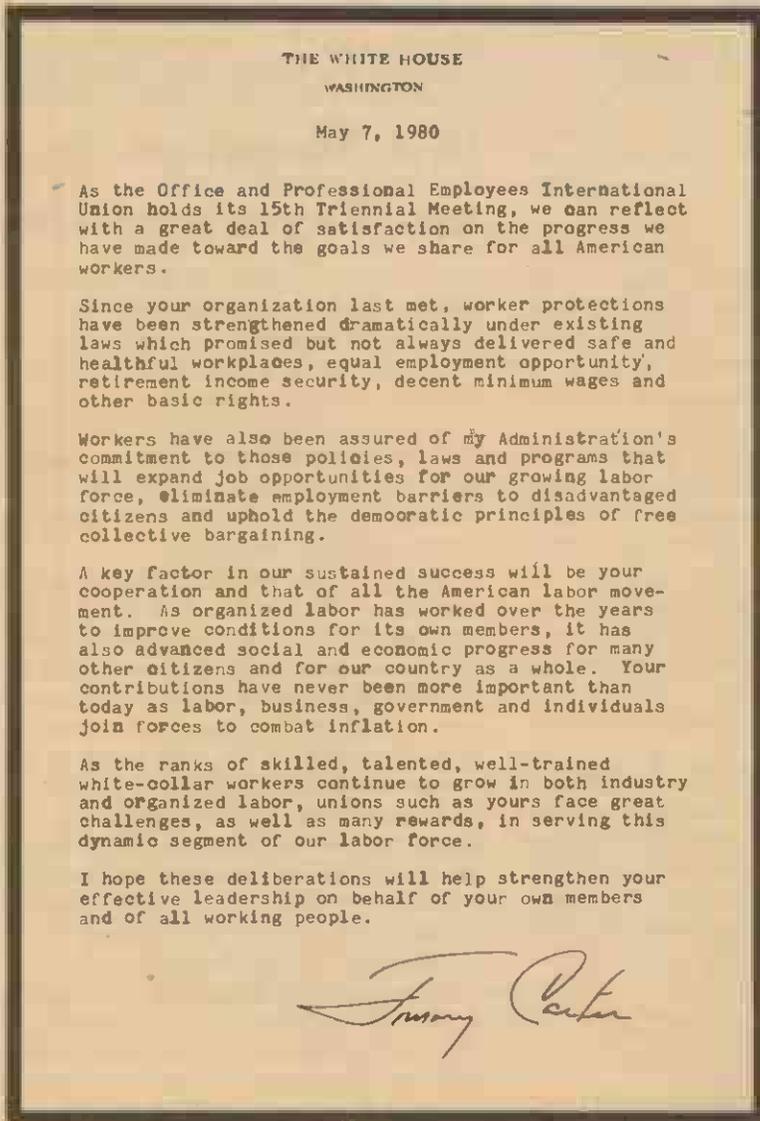
Other changes negotiated include an across-the-board salary increase of \$112 per month, averaging 10.2 percent, and an additional paid floater holiday per year.

As part of the settlement Local 397 won the right to represent employees in the new printshop recently opened by the company's management.



from the desk of
**PRESIDENT
JOHN KELLY**

President Carter Greet 1980 Convention Delegates



Democracy in Action

The Fifteenth Triennial Convention of the Office & Professional Employees International Union will be held at the Sheraton Centre in New York City, June 9-13, 1980. We expect this Convention to be the finest in our 35-year history.

Our Conventions, like membership meetings of our local unions, establish the basic policies of our International and define the direction of organization for the ensuing three years. Over 500 delegates representing more than 300 local unions will be in attendance and will be informed that our membership totals are now the highest in the history of our International Union.

The Convention will deal with a host of resolutions covering a myriad of subjects. These will include proposed constitutional changes, per capita tax increases, and numerous legislative proposals dealing with the economy, equal pay for comparable worth, changes in the National Labor Relations Act, occupational safety and health, and repeal of Section 14(b) of the Taft-Hartley Act.

How It Works

In order to have our Convention operate both expeditiously and efficiently, members of all committees will be appointed prior to the Convention and will be asked to meet on Saturday and Sunday just prior to its opening.

The committees will be asked to report favorably or unfavorably on numerous resolutions submitted to each such committee. These committees will include: Rules, Resolutions, Constitution, Organizing, Legislation, Publicity, Official Publication, and Officers' Report.

In order to appraise the new delegates of the workings of our conventions, we have forwarded a leaflet to all delegates wherein we describe the mechanics and functioning of the Convention. As each committee chairman reports, delegates will have an opportunity to debate the pros and cons of the committee's recommendations.

The Convention then decides to adopt or reject the recommendations of the committee, usually by a voice vote. Any delegate, however, may request a division of the house through a show of hands. One-tenth of the delegates present may demand and obtain a roll call, based on the voting strength of each local, as provided in the OPEIU Constitution.

Each local union in good standing is entitled to one vote in the Convention for each 100 members, or major fraction thereof, on which per capita tax has been paid for the 12-month period ending with March 31st preceding the Convention. While locals will have the right to cast all of their votes for or against a particular resolution, all locals are limited to a total of five delegates each.

Election of Officers

While the following is subject to actions taken by the Rules Committee, nominations for the offices of President, Secretary-Treasurer, and Vice Presidents generally take place on the third day of the Convention. Elections conducted by a committee of delegates who are not candidates for any office are held on the fourth day. These elections are held by secret ballot. OPEIU proudly boasts that its Convention elections have been held by secret ballot since our Union was chartered by the American Federation of Labor in 1945.

In order to insure representation from all parts of the United States and Canada, Vice Presidents must be elected from various geographic regions of both countries. The fourteen Vice Presidents include three from Canada. These Vice Presidents and the Executive Officers comprise the Executive Board of the International Union which administers the union between Conventions.

It is essential that all local unions be represented at the Fifteenth Triennial Convention of OPEIU. Only in this way can the thinking of each local, which may represent varying shades of opinion, be brought to the attention of the Convention. A well-attended Convention, representing most of the locals of the OPEIU, will tend to result in well discussed, well thought-out resolutions which will reflect the majority opinion of the delegates in attendance.

The Canadian Labour Congress asks all trade unionists to boycott Michelin tires. The company has prevented its employees from joining the United Rubber Workers Union by pressuring the government in Nova Scotia to legislate away workers' basic rights to organize.

THE WHITE HOUSE
WASHINGTON
May 7, 1980

As the Office and Professional Employees International Union holds its 15th Triennial Meeting, we can reflect with a great deal of satisfaction on the progress we have made toward the goals we share for all American workers.

Since your organization last met, worker protections have been strengthened dramatically under existing laws which promised but not always delivered safe and healthful workplaces, equal employment opportunity, retirement income security, decent minimum wages and other basic rights.

Workers have also been assured of my Administration's commitment to those policies, laws and programs that will expand job opportunities for our growing labor force, eliminate employment barriers to disadvantaged citizens and uphold the democratic principles of free collective bargaining.

A key factor in our sustained success will be your cooperation and that of all the American labor movement. As organized labor has worked over the years to improve conditions for its own members, it has also advanced social and economic progress for many other citizens and for our country as a whole. Your contributions have never been more important than today as labor, business, government and individuals join forces to combat inflation.

As the ranks of skilled, talented, well-trained white-collar workers continue to grow in both industry and organized labor, unions such as yours face great challenges, as well as many rewards, in serving this dynamic segment of our labor force.

I hope these deliberations will help strengthen your effective leadership on behalf of your own members and of all working people.

Milwaukee Holds Seminar

Approximately 100 delegates from the five local unions comprising the Milwaukee Council participated in a one-day seminar on April 12. Topics discussed ranged from union busting and collective bargaining to safety in the workplace and equal pay for equal work. Topics selected were based on the problems the locals were experiencing.



Participants at the Milwaukee conference included the above: (back row, l-r), Randy Sandes, Pat Haas, Mark Gaedtke, Pauline Acevedo, Laurie Benson, and Gary Dewlitt; (front row, l-r), Ellen Walker, Nancy Martin, Judy Burnick, and Mike Walker.



LOCAL 11 stewards listen to speaker Jim Gallagher (standing at left) discuss the importance of past practices in arbitration cases where contract language is not clear. Gallagher is on the faculty of the Labor Education & Research Center at the University of Oregon in Eugene. Local 11 shop stewards met for the one-day seminar in Vancouver, Washington.

HEALTH BRIEFS

Watch Pressure

Twenty-five percent of people suffering from hypertension don't know it, says Dr. Norman Kaplan, University of Texas Health Center. There may be no symptoms for ten years, then angina or stroke may occur. Early signs to watch for are high blood pressure and obesity. Check pressure yearly and control weight, he advises.

Heart Exercise

Recent studies show a strong correlation between lowering of coronary risks and aerobic exercise programs, such as long-distance bicycling (short, fast cycle trips to the corner drugstore won't do), brisk walking and jogging, according to Dr. Bengt Saltin of Copenhagen. Regular walking or running programs averaging about 25 miles a week, he said strengthens the cardiovascular pulmonary system.

from "Here's To Your Health," Public TV.

U.S. Price Index

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

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	
1980		
January	233.3	
February	236.5	
March	239.9	

Canadian Price Index

Statistics Canada
* New Base 1971 = 100

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	
December	199.0	
1980		
January	200.1	
February	201.8	
March	204.0	

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