



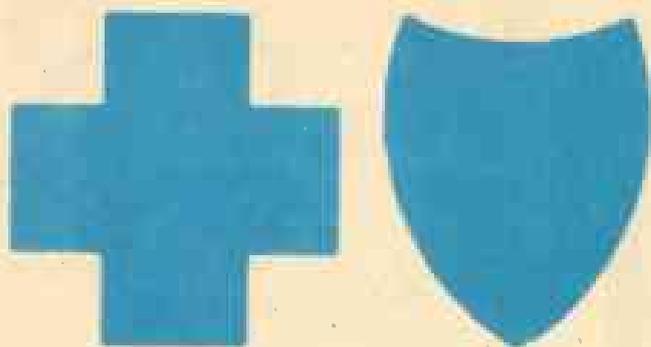
WHITE COLLAR

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

No. 398

March-April 1981

BC/BS Members Reach Record Heights



Oakland Blue Cross Gains New Contract

Blue Cross employees and members of OPEIU Local 29 in Oakland, California, voted by a 4-to-1 margin to ratify a new three-year agreement. The employees gain wage increases of 25 percent over the life of the contract, reports Local President Edith Withington.

Because of the large number of employees working on video display terminals and the rising fear among operators of potential hazards, the union sought health protections. In this first effort to gain contract language, the following was obtained: "Whenever there is any maintenance work done on CRT (cathode ray tube) machines, the machine is to be tested for radiation emission, the result of these tests to be given to the Health and Safety Committee." This makes Local 29 one of the first to gain protection for VDT operators.

In addition, the employees gained a new dental plan that pays 100 percent for preventive dental services, 80 percent for surgery services, and 50 percent for prosthodontics. Increased paid time for stewards was also achieved.

The following served on the negotiations committee: Chief Negotiator Alice Bartley led the negotiations and was assisted by Local Representative Leo Handy, Jr.; Elois Oakley; Karen Rattler; Lee Kirkland; Delores Pierce; Pearl Fleming; James Johnson; Susan Clark; and Bernadette Lewis.

Metro Employees Choose Local 2

OPEIU Local 2 has won the right to represent over 500 professional, technical and clerical employees at the Washington Metropolitan Transit Authority, more commonly known as METRO. International Vice President and Local 2 President J. L. Sheridan said he was pleased with the final outcome, "which has been too long delayed by ATU challenges."

On March 27, Local 2 was certified by the American Arbitration Association (AAA) as the collective bargaining representative for approximately 300 clerical employees of the Washington Metropolitan Area Transit Authority. Certification was also given by the AAA for a unit of 210 professional employees on January 21, 1981.

Certification resulted from secret ballot elections conducted on January 16. Certification was delayed while challenges filed in both professional and clerical units by another union were resolved.

Washington Metropolitan Area Transit Authority is not subject to the National Labor Relations Act, and ten days of hearings before an arbitrator were necessary to resolve the questions of unit eligibility.

Local 2 has begun developing contract proposals for both units and has elected employee negotiating committees.

Milwaukee Members Win Record Pact 32% in Wages; Ban Forced Overtime

On January 14, 1981, members of Milwaukee's Local 9 overwhelmingly ratified a new three-year agreement with Blue Cross-Blue Shield. The 32 percent wage increase over the contract life, topped the list of improvements reported International Representative Judy Burnick. In addition to the 32 percent, an automatic progression increase of 3 percent is guaranteed every six months.

Burnick, who led the union negotiations team, described the contract as "a monumental victory for members of Local 9 in a year when the national labor-management agreements have been averaging 9.5 percent."

Support to Families—Work Schedules

"One of our top priorities during these negotiations," said Burnick, "was the elimination of mandatory overtime. We were successful. Although the Company originally objected, all overtime will now be assigned on a strictly voluntary basis."

The company, she said, has forced employees to put in excessive amounts of overtime, in spite of the fact that they had responsibilities at home. "Many have the responsibility of raising children and caring for families after a hard working day. They have these responsibilities whether they are primary breadwinners or working to contribute earnings to maintain a decent standard of living," she said. "They must earn a living, but they must also be allowed the option of caring for home duties. Until now," Burnick added, "the Company has not been willing to allow that."

In past negotiations the Union was able to gain flextime in several departments at the Blue Cross/Blue Shield facilities. During these negotiations, Burnick said, the Company also agreed to study the feasibility of extending flextime to the entire bargaining unit. Flextime is that concept by which employees are required to work a core time, such as 10 a.m. to 3 p.m. Although required to work a specified number of hours per day or per week, the employees have the flexibility of choosing their own starting and quitting times. Such flexibility allows employees time for doctor's visits, time for taking children to or from school, time for whatever emergencies arise; or simply time

to shop or avoid rush hour traffic. Such schedules eliminate the need for employees to take additional time off work to care for these needs.

Not only that, Burnick reports, "but we were also able to gain additional vacation time for our more senior employees—additional time they can spend with families, for education, or just for relaxation. Specifically, we achieved an additional week of vacation for employees with 20 years of service."

This new agreement which merges two separate contracts—Blue Cross and Blue Shield—covers more than 1,200 computer operators, senior trainers, customer service employees, and clericals.

More Hard-Fought Gains

The Union made further inroads in many other benefits and, as a result, has greatly improved the working conditions for these union members. Some of the additional gains include:

- vision care coverage;
- increased life insurance;
- three additional personal days;
- increased shift premiums in addition to general wage increases: increased 2nd shift 23¢/hour in 1st year, 24¢ in 2nd and 25¢ in 3rd; increased 3rd shift 31¢/hour in the 1st year, 32¢ in the 2nd and 33¢ in the 3rd;
- a new accumulative paid sick leave program (up to 90 days);
- a reduction in working hours to 38¾ per week, due to a 1:30 p.m. summer quitting time;
- a merger of Blue Shield workers into the better Blue Cross pension plan; and
- improved absentee-tardy policy.

Addressing the health hazards of video display terminal operators, was also a major concern during

(Continued on page 4)

More Than 500 DOE Employees Vote OPEIU

Department of Energy Employees voted by a 3-1 margin for OPEIU as their bargaining representative. According to International Representative Jon Heller, the decision to overwhelmingly support OPEIU resulted from the Union's highly successful track record in Tennessee, representing some 6,000 white collar workers at the Tennessee Valley Authority.

"These employees," according to Heller, "were not rushing into anything wide-eyed. They shopped among unions representing white collar employees nationwide. There, in fact, was originally another group on the ballot. Because of our track record representing white collar nationwide and because we addressed issues with which they had particular concerns, they overwhelmingly chose OPEIU," Heller stated.

Heller said there were 528 employees—professional, technical, clerical and warehouse—eligible to vote in the election. "The election results were decisive," Heller said, "with 309 for OPEIU and 107 for no union. We had only two challenged ballots. This is a clearcut victory for these employees and for OPEIU."

When asked if any particular issues had spurred the organizing drive by employees, Heller cited a recent employee grade review in which many of the employees were downgraded (almost 40%),

causing widespread discontent. "They realized that with a Union like OPEIU such unilateral and discriminatory action could not have occurred," he said.

The employees come from two facilities, according to Heller. They work at the Department of Energy (DOE) and the Technical Information Center (TIC) in Oak Ridge, Tennessee. TIC produces pamphlets and technical papers for DOE.

Following the election Heller said the employees were electing their bargaining committee, setting up their local union, and preparing for contract talks with DOE.

Heller said that this was actually the second election. The first was held last fall between OPEIU and another group, NAGE. That election resulted in a deadlock, since neither union received a majority of votes. A runoff was scheduled, but NAGE withdrew.

Clearly NAGE sensed the support of the workers for the white collar union—OPEIU.

WHITE COLLAR

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

JOHN KELLY
President

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Secretary-Treasurer

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Action Not Talk

OPEIU Files Two Supreme Court Briefs

The U.S. Supreme Court has granted OPEIU leave to file "friend of the court" briefs in two cases which could decide the future of white collar organizing, perhaps all organizing.

According to OPEIU International President John Kelly: "If these two cases are allowed to stand, anyone who uses their brains will be excluded from labor law protection. It will mean a halt to organization, plus a redefinition of all current bargaining units. It would result in industrial chaos and have a devastating impact on white collar workers and their right to join and form unions."

"What I find hard to believe is that no other union has realized the implications of these decisions," Kelly continued. "At present, OPEIU is the only union fighting these decisions and fighting to protect white collar workers and their rights under the law."

"What these cases propose," Kelly said, "is a total reversal of Board policy on confidential employees." In the past, these employees were excluded from organizing and bargaining. The term, however, was used to cover only a small portion of white collar workers. The Court has now proposed to extend that to, as Kelly said, "all workers who use their brains."

The specifics of the two cases follows:

The first of the cases involves Hendricks County Rural Electric Membership Corp. of Danville, Indiana. The National Labor Relations Board has appealed the case to the Supreme Court over an appeals court decision and has asked the Court to decide two questions: 1) What is the definition of a "confidential employee"? and 2) How much labor law protection is available to such workers, regardless of the definition?

The NLRB has ruled in the past that a confidential employee is one who assists a company official who deals with labor policies or who regularly has access to information about changes resulting from collective bargaining.

Confidential employees have regularly been excluded from most of the protection of federal labor laws by the Board. However, they have been protected against being fired in retaliation for supporting coworkers in labor disputes and similar situations.

In the Hendricks County case, the NLRB ordered the general manager to reinstate his secretary, whom he fired after she signed a petition in support of another employee.

The general manager said the secretary could not be reinstated because she was a confidential employee, excluded from federal labor law. The Board ruled, however, that she was not a confidential employee because she was not involved in labor relations. But, the Board went on to say that she could not be fired for helping a coworker, even if her job could be defined as confidential.

A federal appeals court in Chicago threw out the NLRB definition, saying a confidential employee is one with access to any kind of material that the employer considers "of a confidential nature."

It is this ruling which could be devastating to OPEIU and to all white collar organizing. As all office workers know, many have access to a variety of corporate information and records—much of which is arguably confidential. If the appeals court ruling is allowed to stand, white collar organizing will be brought to an abrupt halt or unions will find themselves in interminably long hearings arguing that each and every job title is not confidential.

The second of the cases involves OPEIU more directly, but hinges on the first case. In that case, Malleable Iron Range Co. of Beaver Dam, Wisconsin, refused to bargain with OPEIU after Board recognition. Malleable argued that the bargaining unit improperly included workers who had access to "confidential information." The same Chicago appeals court refused to order Malleable to bargain, citing its decision in the Hendricks County Rural Electric case.

In seeking Supreme Court review, the Board said the appeals court ruling set the precedent of "excluding countless white collar and other employees who have previously been protected."

OPEIU Officers and Staff Focus: Organizing, Safety,

"The purpose of the annual full-time staff training sessions is to better prepare ourselves to serve our members and the American labor movement, to become more effective labor representatives," stated OPEIU International President John Kelly in opening the 1981 session held February 15 to 18. The session took place at the George Meany Center for Labor Studies in Silver Spring, Maryland.

Over 85 participants gathered from across the nation to acquire greater education on topics of particular concern to OPEIU members. "The topics were selected," said OPEIU Research Director Gwen Wells, "as a result of a local union survey. The most frequently requested topics are those which now comprise this training session."



Dick Wilson, assistant to the director of the AFL-CIO Department of Organization and Field Services, leads discussions on decertifications and forced strikes.

The majority of the session focused on two subjects: post-election organizing and job evaluation systems. An evening session on legislative issues and a morning session on workplace safety and health, however, were also held.

Post-Election Organizing

In introducing the session on post-election organizing, OPEIU Director of Organization Mark Reader said, "Today in organizing our battle is only half won once we reach an election. Labor relations consultants—the union busters—frequently remain on the scene. Or, they enter the scene in a company with which we have had a bargaining relationship for many years. Through various insidious tactics they encourage our members to decertify or to go out on unnecessary strikes. Because these tactics are becoming more prevalent, we thought it particularly appropriate to hold a session on these union-busting strategies and ways to counter them."

Charlie McDonald, executive assistant to AFL-CIO Director of Organization and Field Services, began with a discussion of an employer's refusal to bargain. Frequently, he said, after an election and prior to bargaining, employers will institute unilateral changes and refuse to bargain. They, he said, will try to circumvent the union and to discredit it. McDonald then went into various means for the union to anticipate such tactics, plus legal remedies the union could pursue.

Dick Wilson, assistant to the AFL-CIO Director of Organization and Field Services and instructor for the September Toronto training session on Organizing, led the bulk of the session's discussions. Wilson covered tactics such as surface bargaining, decertification elections, deauthorization petitions, and forced strike situations.

Wilson covered not only legal remedies, but also means for building the union, for keeping a campaign alive, for keeping management off-balance, and for making union-busting more costly to an employer than a contract settlement.

Wilson distributed two very useful pieces of literature to the participants: a strike preparation manual and a checklist for unions who believe themselves about to be forced into a no-

win strike. Both can be obtained from the OPEIU Department of Organization. Participants at the regional educational conferences will automatically receive copies. At those conferences Organizing Director Mark Reader will lead a workshop on forced strikes.

Job Evaluation

Because job classifications systems are being negotiated more and more, because of their increased complexity, and because many officers and staff have indicated a need for more expertise in this area, a major session was devoted to the topic. John Zalusky, an economist from the AFL-CIO Department of Economic Research and one of the few experts in the field, led the discussions.



John Zalusky, economist with the AFL-CIO Department of Economic Research, leads job evaluation workshop.

Zalusky defined "Job Evaluation" as "a systematic method of comparing jobs within an organization." He described the various systems—ranking, classification, point systems, factor comparison plans, and consultants' plans—and the limitations of each. One limitation of all plans, according to Zalusky, is that they are not scientific; in fact, they are all very subjective. They all require deciding what people should be paid, and that requires a value judgment.

Because of the subjectivity involved, Zalusky recommended that all unions conduct their own job analyses, and not rely on the analysis made by management. He then outlined how exactly unions could do that, including how to write job descriptions and how to use them in grievance handling.

"The issue of the eighties will be equal pay for work of comparable value," according to Zalusky. This has a particular impact on job evaluation systems currently used, he said. Whereas, job evaluation is based on measuring skills, comparable worth requires measuring responsibilities. There is a considerable difference.

Legislative Issues

One evening during the training session was devoted to upcoming legislative issues in the Canadian Parliament and in the U.S. Congress. In opening OPEIU President John Kelly said, "This is very new to us. In the past we have had separate Canadian and U.S. discussions on legislative issues. I, however, believe it to be important that we share in these discussions, that we understand each other's systems of government, that we have cooperation on common goals, and that we learn from each other's successes and failures."

The two Canadian speakers began the session. Robin Sears, Federal Secretary of the New Democratic Party, described the Party as being Social Democratic, a Party for all Canadians and not for corporations or special interest groups. He

Attend Training Session Evaluation, and Politics



OPEIU Full-time Officers and Staff Attend Training Session at George Meany Center for Labor Studies.

went on to outline the gains the Party has made, which include the establishment of a publicly-owned electric company (PetroCanada), a national health care system, and jobs programs. He also, however, said that Canada, too, has an increasingly conservative political climate; and, many of the programs are now under attack.

George Nakitsas, National Representative of the Canadian Labour Congress, described the Congress' new "on-the-job canvassing" program. According to Nakitsas, using the old-style political campaign methods only allowed Canadian unions to reach 10 to 20 percent of their membership. The new program has been extremely successful and was described as on-going, long-term and issue-oriented. As a means of grassroots political organizing, Nakitsas highly recommended the program to U.S. unions.

Howard Marlowe, associate director of the AFL-CIO Legislative Department, described the new phenomenon of corporate and conservative organizing. "We lost the last campaign because they out-organized us at the grassroots level largely because of their greater financial resources," Marlowe said. He went on to describe the attacks workers could expect to see such groups make in the current legislature—attacks on social programs, on minimum wage, on Davis-Bacon, on Civil Rights legislation, on OSHA. We will have to fight again for every piece of legislation it took us years to achieve, Marlowe stated.

Local Union Business Representatives John Brady (153) and Don Wright (277) made a

plea that everyone begin organizing on the grassroots level and that everyone seek VOTE Check-off in their contracts. "Members are willing to contribute," John Brady said. "The problem is that no one asks. What are you afraid of? The worse that can happen is that they will say no."

(Continued on page 4)



Canadian speakers and participants (left to right): National Representative George Nakitsas, Canadian Labour Congress; John Kelly, OPEIU International President; Federal Secretary Rohin Sears, National Democratic Party; Kathy Maddison, Mid Canada Council; OPEIU Canadian Director Romeo Corbeil; Janice Best, Business Representative, Central Ontario Council; Michel Rousseau, Business Representative; and OPEIU International Vice President Gilles Beauregard.

Regional Educational Conferences Scheduled

Each year OPEIU holds five educational conferences for the six U.S. regions—combined Southeast and Southwest, Erie, Western, Northeast and North Central. As the same time, the Canadian regions will be holding their own conferences.

This year the workshops cover nuts-and-bolts topics; that is, they will provide information which can be used day-to-day by local officers and shop stewards. Although all should gain a great deal from the sessions, they will be particularly relevant to any newly installed officers, stewards, or rank-and-file members. More information on topics can be found below.)

The 1981 OPEIU Regional Educational Conferences have been scheduled as follows:

Region	Time	Place
Southwest and Southeast	April 2-4	San Antonio, Texas
Erie	May 1-3	William Penn Hotel Pittsburgh, Pa.
Western	Sept. 17-19	Salt Lake City, Utah (place to be determined)
Northeast	Sept. 24-26	Hyatt Regency Washington, D.C.
North Central	Oct. 8-10	Knickerbocker Hotel Chicago, Illinois

The program content varies from conference to conference, depending on regional needs. To give you some idea, however, the Southwest and Southeast Conference will cover the following topics: grievance handling, arbitration, busting unions with forced strikes, the local's obligations to its members under the law, and how to run local union meetings and increase member involvement in local activities.

The format this year is new in that two work-

shops will run concurrently. In that way, participants will be able to choose the workshops and topics which appeal to them most or in which they need greater familiarity.

The International and the host locals have either already contacted you with the specifics of your educational conference or will be contacting you shortly. All are encouraged to attend, since we expect the conferences to be valuable learning experiences.

LOCAL BRIEFS

Local 13 in Hazelwood, Missouri, has scored another election victory. This time the employees of the Cuivre River Electric Cooperative, Inc. have voted for OPEIU representation. The unit includes all clerical workers at the facility, according to Local 95 President Pat Douglas.

Another union, an independent, was also on the ballot, but received no votes.

* * * * *

Local 100's 110 members at J. A. Jones Construction Services Company have gained record-breaking wage increases. The Pasco, Washington employees gained a 20 percent wage increase in the first year, a 9.5 percent increase in both the 2nd and 3rd years—for a total of 39 percent over the contract life. The above was reported by Local 100 Business Representative James W. Henson.

* * * * *

Following a 41 to 5 election victory at American Seaway Foods in Bedford Heights, Ohio, Local 17 was faced with a refusal to bargain by the employer. The employer admitted its refusal on the grounds that the unit certified was inappropriate.

The National Labor Relations Board, however, ruled in favor of Local 17 and issued cease-and-desist and bargaining orders.

* * * * *

Local 13 has filed nine unfair labor practice charges against Rexall Drug in St. Louis, according to Local Business Manager Pat O'Toole. An election was held, but the ballots impounded over challenges from both the local and Rexall regarding eligibility of voters.

In the meantime, O'Toole reports they have filed the charges against this "St. Louis' J. P. Stevens" for threatening workers with loss of benefits, plant closings, and discharge; interrogations; and promises of benefits if the union lost. "They violated just about every labor law in existence," O'Toole said. "Regardless of the election outcome," he said, "Local 13 will use every resource it has to protect the rights of office workers at Rexall to exercise their democratic right of choosing their bargaining representative."

* * * * *

Local 306 extends special thanks to International Vice President J. B. Moss and International Representative Bill Kirby for the "fantastic job" they did in negotiating the Pantex plant agreement. Over the life of the three-year agreement, employees will gain between \$100 and \$132.50 per week.

Shift differentials were also significantly improved: from 15¢ per hour to 50¢ on the 2nd shift, and from 30¢ to \$1.00 per hour on the 3rd shift.

Pantex employs 1,400 employees and is located in Amarillo, Texas. OPEIU negotiated with several other unions through the Metal Trades Council for these employees.

* * * * *

Local 382 members have asked the International to extend special thanks to their President Al Fraser who is retiring. The International needs no encouragement to thank such a long-term, dedicated, and hardworking local officer. But, perhaps the comments of one of his members at American Can in Houston will express it best:

"He has always had the members' interest in mind when fighting for our problems. He is always gregarious and sincere when dealing with anyone."

The International can offer no greater tribute. Al Fraser has always been a valuable asset to his local. Who would know better than his own members? Best of luck from all of us in your retirement, Brother Fraser.



from the desk of
**PRESIDENT
JOHN KELLY**

OPEIU—Union for the 1980's

The entrance of the industrial blue collar unions into the arena of white collar organizing has been receiving a lot of hoopla in the press throughout the United States.

SEIU, CWA, Steelworkers, Railroad Workers, Laborers and everybody else have announced their intention to go after the pool of unorganized white collar employees.

However, despite a few cosmetic changes, these unions are still blue collar industrial organizations in terms of their structure, membership, political identity, and direction. Thus, their appeal to the white collar employee is severely limited.

We Are Organizing

In July of 1980, the OPEIU won an election for 2,700 clerical, technical and professional employees in the Massachusetts court system against the Steelworkers, AFSCME, SEIU, Teamsters, NAGE and no union.

In this campaign, each union was asked to debate their merits over and over again in the approximately 100 courthouses in Massachusetts. OPEIU won these debates and the election resoundingly.

In January of this year in a campaign at the Department of Energy covering 600 professional, technical and clerical employees, against another union, OPEIU won an overwhelming victory because of our reputation and experience at the nearby Tennessee Valley Authority.

Similarly, at Washington, D.C.'s Metropolitan Transit Authority, and Boston's MBTA, we were able to win representation rights for 825 white collar employees in contests against blue collar unions.

None of the blue collar unions mentioned above could compete with the prestige of the OPEIU in the white collar field or with the appeal of joining a white collar organization whose entire resources, staff and membership are committed to the cause of the white collar employee in society.

Thus, we welcome the arrival of blue collar unions on the scene because it publicizes the problems and concerns of white collar employees. It gives recognition to the concept of white collar unionism and it gives the OPEIU the tremendous opportunity to publicize our achievements and growth.

The decade of the 80s should be a watershed period of organization. The white collar employee is being faced with more and more problems on the job. New technology, such as visual display terminals, and computer relay terminals have turned the office workplace into white collar assembly lines. Job stress, health, and safety hazards are becoming increasing concerns. The women's movement and the importance of women's income to the support of the family have made women more and more aware that they have to have unions to better their lot—that only through collective bargaining can they achieve equality in the workplace.

We Have Led the Way

The OPEIU has been in the vanguard of the trade union movement in developing progressive practical approaches in solving these problems, and will continue to be. We negotiated the contract language covering flex-time, child care, the four-day work week, and VDT/CRT health safeguards before anybody thought that they were a problem. The experts are now turning to us for advice and the white collar employee will turn to us for organization.

Oops! Our Error

The last edition of *White Collar* contained an error for which we now apologize:

The article on the National Bank of Washington included erroneous figures for their final contract settlement. The figures inadvertently cited were those from a union proposal to management, not the final settlement.

Thanks to members who pointed out our slips. Please continue to keep us informed. We want our publication to be as accurate and professional as possible.

100 Wisconsin School District Employees Win OPEIU Election

The 104 employees at the Wisconsin Rapids School District have voted 72 to 24 for representation by OPEIU Local 95, reports Local Business Representative Larry Cross. According to Cross, it was the gains made by the Local in other public sector units which turned the tide.

"The employees of the School District could easily see in black and white the kinds of achievements made," said Cross. "OPEIU members at Mid-State Technical Institute and Portage County Human Service Department have contracts which include job security, strict procedures regarding promotions and seniority, and substantial wage increases," he added, "all of which were serious concerns in Wisconsin Rapids."

Another concern had been paid time off. It seems, related Cross, that although many employees work 40 weeks per year (the school term), they do not receive pro-rated benefits. For instance, in other OPEIU agreements 40-week workers receive 80% of vacation (10 to 20 days depending on years of service) and of holidays (8 paid holidays). The Wisconsin Rapids employees meanwhile received no vacation time and only 3 holidays. These, said Cross, were only a few of the reasons the employees were forced to organize.

Cross gave much of the credit for the success-

ful outcome to the organizing committee and to Joni Andrioff of the Mid-West Organizing Council. "She entered the campaign late," Cross said, "but her contribution was immeasurable. None of us had any idea she could convince so many employees in such a short time of the benefits of unionization. She could well have put the election over."

"The organizing committee was just as great," Cross said. "They held together over many months, contacting their coworkers personally and by phone. They deserve special thanks," Cross said. The committee included: Kathleen Borski, Beverly Fiegel, Patricia Knapp, Bonnie Kreutzer, Julianne Larson, JoAnn Marti, and Helen Zimmerman. Donovan Dix, the President of Local 95, was also very active in the campaign, according to Cross.

The unit is composed of secretaries for administrators and principals, general clerical employees, library aides, study hall aides, special education aides, and cafeteria aides.

BC/BS Record Pact

(Continued from page 1)

the negotiations, according to Burnick. "The members of Local 9 have gotten the Company to agree to address the VDT problems through the regular grievance procedure provided." Our next step, she said, is to gain an effective safety and health committee to deal with these special hazards. "Because of the spirit of these members, no doubt we will make progress in this area," she said.

How Does It All Happen

Recordbreaking contracts never fall out of trees. They are put together by dedicated members and staff working together. Hundreds of hours are spent on research and negotiations. Endless meetings, of the negotiating committee and the committee with management take place.

International Representative Judy Burnick and Local Business Representative Gene Holt report that Local 9's members worked tirelessly to bring about this monumental victory. They asked that special thanks be given to the negotiating team which included: Joan Borowski, Gail Kuells, Luella Musche, Cindy Olson, Louise Rosier, and Jessie Tittle.

To all of them we extend a special congratulations. They have provided another clear example of what organized employees can achieve and of how it pays to belong to OPEIU.

Training Session (Continued from page 3)

Safety and Health

The last morning of the conference was devoted to workplace safety and health and workers' rights under the law. A movie "OSHA" described the responsibilities of the Occupational Safety and Health Administration to protect workers. Vernon McDougall, OSHA Project Director for the Workers' Institute for Safety and Health, then fielded questions from the audience. Such questions covered how to get a worksite inspection, how such inspections proceed, and how to get standards set, what is industrial hygiene testing, and what hazards are most common to white collar workers.

Following the morning sessions, OPEIU held a "graduation luncheon" for participants. Each then received a George Meany Center certificate for the training session. It became abundantly clear that all had found the sessions enlightening. Instructors and topics were both applauded. And, all found the Meany Center highly conducive to learning. "It (the Center)," said one participant, "was so quiet and beautiful. And, because it was away from any city, it enabled us to spend more time with each other than usual—to share experiences and just to become better acquainted."

Participants

International Vice Presidents in attendance included Billie Adams, Gilles Beauregard, Romeo Corbeil, Michael Goodwin, Gary Kirkland, and Jim Sheridan.

International Staff included Director of Organization Mark Reader and Director of Research Gwen Wells, as well as International Representatives George Alger, Jim Bloodworth, Jesse Bridgewater, Judy Burnick, John Connolly, Jon Helltr, Ann Oberer, George Porcaro, Joe Scully, and Michael Walker.

The 27 locals and five councils were frequently represented by more than one officer or staff person. Because of space constraints these will be listed in the next issue.

U.S. Price Index

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

1979	
October	225.6
November	227.6
December	230.0
1980	
January	233.3
February	236.5
March	239.9
April	242.6
May	245.1
June	247.8
July	248.0
August	249.6
September	251.9
October	254.1
November	256.4
December	258.7
1981	
January	260.7
February	263.5

Canadian Price Index

Statistics Canada
• New Base 1971 = 100

1979	
October	195.9
November	197.8
December	199.0
1980	
January	200.1
February	201.8
March	204.0
April	205.2
May	207.6
June	209.9
July	211.5
August	213.5
September	215.4
October	217.3
November	220.0
December	221.3
1981	
January	224.1
February	226.4

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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