Participants Laud Education Conferences

“Successful,” “enlightening,” “the best we’ve ever had” were terms used to describe the first two OPEIU 1981 Regional Educational Conferences. The more than 80 participants at the Southwest-Southeast Conference in San Antonio and 90 at the Erie Conference in Pittsburgh applauded format, subject matter, and instructors.

Both conferences had the same general format: two workshops occurring simultaneously to allow participants a choice of topics. The following illustrates both subjects offered and instructors for each:

**Southwest-Southeast, April 2-4**

**Grievance Handling**
Gary Rafaelli, Professor, University of Texas at San Antonio

**Local Obligations to Union Members Under the Law**
Chris Pederson, Deputy Area Administrator, LMSA, Department of Labor

**How to Run Local Union Meetings and Increase Member Participation in Local Activities**
Joan Suarez, President, San Antonio AFL-CIO

**Arbitration: It Can Be Cheaper**
Helmut Woff, Regional Director, American Arbitration Association

**Busting the Union with Forced Strike**
Mark Reader, OPEIU Director of Organization

**Erie, May 1-3**

**Grievance Handling**
Don Kennedy, Labor Education Representative, Penn State University

**Safety & Health in the Workplace**
Dick Hindle and Lindsey Kayman, OSHA Project, Penn State University

**Local Obligations to Union Members Under the Law**
William Kane, Area Administrator, LMSA, Department of Labor

**Arbitration: It Can Be Cheaper**
John F. Schano, Regional Director, American Arbitration Association

**Busting the Union with Forced Strike**
Mark Reader

At both conferences, OPEIU International President John Kelly greeted the participants, informing them of both the state of the union and the labor movement in general. President Kelly urged the locals both to organize and to become politically active. Coincidentally OPEIU Local 120 of San Antonio was actively involved in their mayoral campaign at the time and, in fact, successfully elected a new pro-labor candidate. (See related story page 2).

International Vice President J. B. Moss and Local 277 Business Representative Don Wright of San Antonio and OPEIU Secretary-Treasurer Bill Lowe in Pittsburgh encouraged locals to seek VOTE contributions checkoff, and to join the President’s 100 Club. The hosts—Local 277 for Southwest-Southeast and the Tri-State Council for Erie—did in fact, raise VOTE contributions from participants at the respective conferences. The winner of the VOTE 50-50 drawing at the San Antonio Conference—Dorothy "Kitty" Watkins (pictured on page 2)—donated her winnings back to VOTE to become a member of the President’s 100 Club.

**Bank Employees Score 36% Wage Hike**

OPEIU Local 142 Vice President Dorothy Hurley announced a new settlement with one of New Jersey's largest banks, the Trust Company of New Jersey. She hailed the package as "the best ever negotiated for our unit" and pointed out that the 36 percent wage increase exceeded the national average for wage settlements and "was far in excess of what non-union employees were receiving."

Some of the other benefits that the new contract provides are:

- General wage increases of up to 14.5 percent annually;
- $13.00 per week boost in the maximum rates of all labor grades, in addition to the general wage increases;
- Automatic progression wage increases of 5%, 6%, 7%, and 8% annually depending on length of service and the labor grade;
- New dental plan to become effective in the second year of the contract;
- A fifth week's vacation after 25 years of service;
- Fully paid hospital care increased to 150 days; maternity and obstetrical care; x-ray and laboratory expenses and major medical coverage were improved 100 percent as proposed by the union;
- Pension plan improvements included increasing the minimum payments and coverage for those hired on or before age 60;
- Insurance coverage was increased to two times the yearly salary or four times the yearly salary in the event of accidental death;
- Sick leave was increased to an accumulation of 66 days;
- Part-time employees are now covered for a general wage increase and will also receive pro rata vacation and holiday benefits;

- Supper money was increased and certain employees were guaranteed double time for Saturday work. Taxi fare for shift employees working beyond midnight will also be paid.

The union's task of arriving at this settlement was made more difficult because the employer had submitted 20 proposals to reduce the benefits that had been achieved in prior negotiations. The committee was resolute in resisting these tactics and after 24 hours of continued negotiations, the employer, realizing that the union did not intend to retreat, made an offer of improvement.

The negotiations were conducted by Arthur P. Lewandowski, retired International Director of Organization who is a member of Local 142, and Business Representative Lou Saladinio, co-chairman of the negotiating committee. All during these trying times, he kept the membership apprised of the progress of the negotiations. However, they both stated that without the cooperation of the negotiating committee, comprised of Dorothy Hurley, Chief Steward Lucille Jenkins, Minnie Pfeiffer, Ruby Jones, Irma Poole, Elizabeth De La Vega, Diane Drew and Clifford Logan, they would not have been successful in bringing the negotiations to such a successful conclusion.

**Record Gains**

**Participants—Southwest-Southeast**

The International was represented at the Southwest-Southeast Conference by International President John Kelly, Vice President J. B. Moss, Director of Organization Mark Reader, Director of Research Gwen Wells, and International Representatives Jim Bloodworth, Bill Kirby, Jack Langford and Joe Scully. Also President Emeritus Howard Coughlin attended the Conference.

In addition to the TVA Council, locals represented included 27 (Galveston), 52 (Sheffield, AL), 66 (Port Arthur, TX), 87 (Lake Charles, LA), 119 (Chattanooga, TN), 120 (San Antonio), 128 (Miami), 153 (New York City), 268 (Knoxville, TN), 277 (Pittsburgh), 298 (Austin), 306 (Amarillo, TX), 320 (Kansai City), 381 (Baltimore, MD), 382 (Houston, TX), 383 (Baton Rouge, LA), 405 (Los Angeles), 417 (Pittsburgh), 437 (Ponca City, OK), and 465 (Alexandria, LA).

**Participants—Erie**

The International was represented in Pittsburgh by Interna-

(Continued on Page 2)
The Issues of the ’60s

Trade unionism, by its very nature and definition, requires a positive response to the question: “Am I my brother’s keeper?”

In various quarters we are hearing that civil rights and human rights should be put on the back burner. Those voices do not speak for the American labor movement. They speak against the interests and the gains of labor and their unions—as well as against our allies among the civil rights and women’s groups, the senior citizens, and all others who look to their government for justice.

The problem we face is clear to us all. The political friends of labor and its allies are out of power, and our opponents are in. Nobody can oppose them, let alone sing out against any particular group to discriminate against. They are discriminating against everybody—except the truly rich and the most deserving corporations.

We claim that their attack is a cut back social programs that have failed or outlined their usefulness.

The programs we fought for did not fail. Teaching a younger a trade he can take pride in and earn a living at is a triumph that brings benefits to the whole society.

Seeing in it that children get the food and medical attention they need to grow up able to compete and pay their way is the cheapest and best insurance we can buy for our future.

A whole generation of black youngsters have grown up without ever seeing the glorious sign that says “No Negro” or “Whites Only.” Is that failure? Say it is an advance for civilization.

Many of those youngsters will now go to college because the Administration proposes to auction the student loan program.

If you want to know what the civil rights issues of the 1980s are, look at the President’s budget proposals.

They add up to an effort to reverse the social progress that has been made with legislative and economic action over the last 50 years.

One of the striking aspects of this assault is the frantic speed with which it is being carried out.

None of the programs being scuttled was created overnight. Most were considered and debated for years until action became unavoidable, and that for years more while Congress explored methods and funding levels.

Congress has not been asked or permitted to give the dismantling of these programs anything like the careful legislative deliberations that went into their creation. It has been asked to make, and in many cases already has made, drastic revisions in law without consideration or proviso for millions of Americans who will be and are being injured in the process.

Some people have advised us to sit back and ride out the next few years. They tell us there is no point in resisting. They tell us the odds are against us—that it’s a losing battle.

The labor movement isn’t a game of chance. We have an obligation, a sacred trust, to do everything in our power to protect our people. We have a plain duty to do our best to head off the disasters we see in the making. And we intend to discharge that duty— win, lose, or draw.

—AFL-CIO President Lane Kirkland

Education Conference

(Continued from Page 1)

John Kelly, Secretary-Treasurer, Bill Loomis, Undersecretary; Vice President Billie Adams, Director of Organization Mark Robey, Director of Research Ronald Frey, President Gwen Wells, and International Representatives Jesse Bridges and Jay Pecora.

In addition to the Tri-State Council, locals represented included 10 (Detroit), 17 (Cleveland), 19 (Toledo), 33 (Pittsburgh), 45 (Dayton-Mansfield, PA), 57 (Charlotte, WV), 39 (Akron), 352 (Franklin, PA), 388 (OH), 1974 (Cleveland), 1974 (Cleveland), 1974 (Cleveland).

White Collar

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION

Director of Organization

William A. Lowe

Assistant to the Director of Organization

George Knotts

Postmasters, Attention—Change of address Form 3579

Be addressed to Office and Professional Employees International Union, 815 16th St., N.W., Washington, D.C. 20006. (202) 393-4644.

Gwen Wells

Managing Editor

White Collar

Portrait of a Union Activist

Shirley Dement, member of OPEIU Local 120 in San Antonio, Texas, is not only a loyal trade unionist and OPEIU member, but is also actively involved in the city’s and state’s politics as well. She says because she and other union members have become involved, the San Antonio labor movement is no longer taken for granted, but is now a force to be reckoned with.

Dement headed the Southeast San Antonio mayoral campaign for labor-backed Henry Cisneros. She had 70 people block walking to reach 27,000 registered voters.

“The local’s members,” said Dement, “were 100 percent involved—block walking, addressing envelopes, making contributions. They all want to be involved, and always have. It’s just that they were never asked.”

Well, Dement did ask. As a result of her efforts, other OPEIU Local 120 members, and members of other trade unions, Cisneros was successfully elected to office. Cisneros, Dement said, is the first candidate (and now mayor) in San Antonio to establish a labor liaison. Dement, therefore, is hopeful that labor will have greater input into the city’s political life.

Dement firmly believes in greater member involvement, not only in politics but in the community in general and, of course, in the union.

“We are not satisfactorily using the resources of our members,” she said. “We remain unaware of many of our members’ talents, such as artwork. We need to discover those talents and use them. They are so gratified to be recognized.”

Dement, who worked as a part-time secretary so they can receive the full credit they deserve.

Listed in alphabetical order they are: George Alger; James Bloodworth; Judith Burkle; Dorothy C. Cole; John B. Connolly; Jones W. Crippen; Michael Godfrey; Gene Holt; John Kelly; Billie M. Kirby; Gary D. Kirkland; Jack Langford; William A. Lowe; Joseph F. McGee; H. R. Mackenzie; Narcissa Martin; Louise A. Metz; J. B. Moss; George V. Porcella; Jr.; Mark Reader; Michael L. Richards; Wayne Shelton; David F. Taylor; Michael Walker; Gwen Wells; and Don Wright.

Additional contributions will be published as they are made.

Members Practice What They Preach

In addition to the thousands of members who contribute to Voice of the Electorate (VOTE), the voluntary political fund raising arm of the OPEIU, many of the staff and officers of the union feel so strongly the need of political involvement to protect the issues must by the OPEIU that they have joined the “President’s 100 Club” by contributing $100 to the OPEIU VOTE Program.

The newspaper wishes to give these exemplary trade unionists credit and win in the next few issues of White Collar publish their names.

Shirley Dement, member of OPEIU Local 120 in San Antonio, Texas.

Dorothy “Kay” Watkins of Local 298 (Austin, Texas)—winner of VOTE 50-50 raffle and new member of President’s Club 100.

Councils and Locals Attend Staff Session

As promised in the last edition of White Collar, the following are the 27 local union represented at the full-time staff-staffing session held in February at the George Mason Center for Labor Studies.

1. (Washington, D.C.), 9 (Milwaukee), 10 (Detroit), 11 (Portland), 14 (Philadelphia), 19 (Toledo), 23 (Tacoma, WA), 27 (Galesville), 28 (Chicago), 32 (Newark), 33 (Miami), 67 (Charleston, WV), 96 (Cincinnati, CT), 153 (Philadelphia, New York City), 212 (Buffalo), 311 (Kansas City, IL), 329 (New Haven), 333 (Chicago), 337 (Pitts- burg, PA), 391 (Chicago), 393 (Missoula, MT), 417 (Detroit), 422 (Chicagoland, OH), 437 (Ponca City, OK), 494 (Detroit), 505 (Milwaukee), and 506 (San Juan, Puerto Rico).

Five Councils were represented as well: Eastern Canada, Central Ontario, Mid Canada, and Tri-State, and Tennessee Valley Authority.

Locals and Councils were frequently represented by more than one officer or staff person.

The full-time staff program dead-in-depth with organizing after the election (e.g., de-certif- ications, forced strikes), job evaluation, safety and health in the workplace, and today’s political climate.

Conferences to Go

You should be contacted shortly reporting details of upcoming conferences if your local falls into the Western, Northeast or North Central Regions. So that you will act in time those dates, however, the following conferences will occur this fall.

Western

Sept. 17-19 Hilton Inn Salt Lake City, Utah

Northeast

Sept. 24-28 Hyatt Regency Westchester New York City

North Central

Oct. 8-10 Knockebocker Hotel Chicago, Illinois

If your locals fails to receive information on the Conference dates, please contact the OPEIU Research and Education Department.

Conference dates.

May-June 1981

Illustrations by: Gwen Wells
International Conference Focuses On Women's Issues

FIET stands for the International Federation of Commercial, Clerical, Professional, and Technical Employees. It is an International Secretariat representing over 7 million white collar workers from 193 organizations (including OPEIU) in 82 countries. Recently FIET held its Second World Women's Conference in Washington, D.C., May 13-15. The following is a report of that Conference as received from OPEIU Local 391 Secretary-Treasurer Dave Bartley.

The second FIET World Women's Conference held in Washington, D.C., May 13-15, 1981, was attended by 250 delegates from 65 organizations representing 52 countries. OPEIU was represented by Carmen Poff and Ebbe Hynson of Local 2 and Carolyn Combs from Local 391. Welcoming addresses were made by Herbert Maier, FIET General Secretary, and Helga Stubianek, President of the FIET Working Group for Women Salaried Employees.

Herbert Maier reported that FIET's membership of 7 million is growing steadily. Forty-three percent of the members are women and the fastest growth in union membership is now being seen in women workers. Maier said that the Women's Conference was held and the Women's Action Program was worked out because of equality of treatment for all workers could not be ensured without special policies to balance a male-dominated world. He said that he is looking forward to the day when special women's working groups and conferences are no longer necessary.

Maier said the most important task before the conference was the revision of the Women's Action Program. The policies of the program should be a part of every union's demands. Those demands for women include equal right to education and employment, maternity protection and parental leave, and integration of women in trade union activity.

Helga Stubianek reported that in general, "we still have to admit that equality of opportunity, equal rights for men and women, simply do not exist now any more than they have in the past."

She said that if we look at individual economic sectors, we can see a growing number of women workers in commerce, banking and insurance, real estate firms and offices. But, if we look closer at the range of activities, we see that women workers are not as evenly distributed among all occupational groups as are men. Stubianek said that most women are in jobs at the bottom of the hierarchy. The jobs are routine, monotonous and repetitive. They require limited skills and are poorly paid.

Stubianek spoke of the steeper climb women have up the career ladder because of their biological and social role. They are usually dismissed first due to their lower-level positions and smaller degree of education, advanced training and skills. She spoke of "blind alley" women held in business and in offices.

Stubianek reported that in many countries, women tend to work part-time because of the double load they carry. This affects their participation in trade unions.

She spoke of the importance and need of trade union organizing because of technology. She said that while technology has solved a few problems, it has created new ones. Technology has made it possible for machines to take over monotonous, routine jobs. It has also tended a tendency toward polarization with respect to job requirements, for example more low skilled and more highly skilled jobs. Stubianek said that "the effects of microelectronics will become especially evident in the office and in the service sector."

In closing her remarks, Stubianek said all must work together to win equal rights for working women. "The integration of women will strengthen every trade union organization, both on the international and national level." She said that eliminating inequality, dependence and lack of freedom in all fields should be a lasting challenge to FIET.

"We Make 'Em Better": Nuclear Subs

The above illustrates the presentation by Electric Boat, a division of General Dynamics (GD/EB), of a model Trident submarine to the AFI-CIO for public display. The Trident are built by members of the AFL-CIO Metal Trades Council (MTC), which includes OPEIU. Pictured left to right are OPEIU Secretary-Treasurer Bill Love, OPEIU Local 106 and MTC Secretary-Treasurer Jim Quaintremon, GD/EB Director of Industrial Relations Tom Solis, Metal Trades Department President Paul Burnsky, MTC President Tom Kiddy, GD Director of Industrial Relations George Chopp, MTC Vice President Dave Belval, and MTC Attorney Bob Manning.

Ontario Locals Stress Local Business

OPEIU Local 454 in Thunder Bay, Ontario, is now conducting for its members Professional Development Workshops, reports Local President John van Dyk. The first was held in the Spring of 1981 at the Red Oak Inn in Thunder Bay. In addition to a $5,000 grant from the Lakehead Board of Education for administering the program, all of the Local's members were given a full day off with no salary deduction to attend.

Workshop subjects included:
- stress and physical fitness;
- benefits and pensions;
- time management;
- highlights of the current contract; and
- purposes and goals of the Professional Development Committee.

Local Business

More workshops are now being planned for the Fall of 1981. These, too, are fully funded by the Lakehead Board of Education.

Jack Playford, principal at an area high school, heads workshop on time management for members of OPEIU Local 454.

Taxing Americans

(Continued from Page 4)

that lifts more of the tax relief for individuals in middle-income range — those that earn between $10,000 and $50,000 a year. This is the segment of the population that should receive more attention.

We strongly urge you to write immediately to your Senators and Representatives to protest the new and inequitable tax plan. Urge them instead to back the alternative tax plan of the House.

After all we wanted a change, but further erosion of our wages wasn't the change we had in mind.

NLRB Appointees

For years we have seen the inequities of the National Labor Relations Act. The NLRA was originally enacted to make it possible for employees to organize. Instead the law has made it difficult and, at times, impossible for labor unions to organize the unorganized ranks of unprotected workers. It is, therefore, surprising to us that the business community has called the Board "anti-business and pro-labor." And, in an effort to correct this "leftist lean," two strongly supported business candidates have been nominated by the White House to the NLRB.

John R. Van de Water, a management consultant from California, has been nominated to be the next NLRB chairman. The other nominated appointee is Robert P. Hunter, who was legislative director and labor committee counsel to Senator Orrin Hatch, who has always opposed AFL-CIO policies. As Hatch's labor relations advisor, Hunter played a major role in the 1978 defeat of union-sponsored amendments to the NLRA.

Our conclusion is that the appointments are for five years only. In 1984 we again will be able to exert the power of the ballot box. In 1982 we can do it by electing pro-people nominees to the House of Representatives. Your wages, your working conditions, your home life, and your UNION depend on it.

Help us insure there is a change for the better by contributing to Voices of the Electorate (VOTE)
Dowling College Links First Pact

OPEIU Local 153 members at Dowling College (Suffolk County, N.Y.), have obtained substantial and impressive gains in their recently negotiated first agreement. After a lengthy organizing drive in which they faced a union-busting consultant, the new members have reaped the benefits of unionization and an OPEIU contract. Part of those benefits in the two-year pact includes an 18.5 percent wage hike. Additional benefits, reported by Local 153 Business Representative John Dunn included:

1. A progression system for all full-time employees to enable them to reach the maximum of their pay grades, effective January 1, 1982;
2. Continued total payment of the health and hospitalization plan by the College, with the addition of optical, dental, and an increase of major medical coverage to $100,000 on July 1, 1981;
3. Provisions that if the College faculty receive any further improvements in health coverage, the same improvements will be extended to the Local 153 membership;
4. Union security through a union shop provision;
5. More than doubling of the salary increase received by employees earlier this year; and
6. Payment of 3 1/2 days of pay during Christmas recess—a benefit which had been taken away from employees prior to their joining Local 153;
7. Grievance procedure with arbitration;
8. Protection for employees in case of layoffs; and
9. Over-time after 35 hours (prior policy had been overtime after 40 hours).

In addition to these gains, Local 153 was also able to fight back proposals by the College which included: an increase in summer work hours from 321/2 to 35 hours per week; reduction of sick leave benefits; and reduction of vacation benefits. Turning to the offense, Local 153 was able to maintain all of the prior benefit levels for employees—including tuition remission.

Assisting Local 153 Business Representative John Dunn in negotiations was an elected committee of Chair Steward Barbara Belinski, and Shop Stewards Joseph Radiata and Ruth Shepard. Through their perseverance, the Local 153 members at Dowling College have gained a contract of which all can be proud.

U.S. Price Index

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Food</td>
<td>135.5</td>
<td>137.3</td>
<td>138.8</td>
<td>139.2</td>
<td>139.6</td>
<td>139.8</td>
<td>140.1</td>
<td>140.5</td>
<td>140.7</td>
</tr>
<tr>
<td>Employment</td>
<td>233.2</td>
<td>234.1</td>
<td>235.0</td>
<td>236.9</td>
<td>238.3</td>
<td>239.0</td>
<td>239.9</td>
<td>241.0</td>
<td>242.0</td>
</tr>
<tr>
<td>Housing</td>
<td>260.7</td>
<td>261.0</td>
<td>261.5</td>
<td>262.1</td>
<td>262.6</td>
<td>263.0</td>
<td>263.6</td>
<td>264.6</td>
<td>265.3</td>
</tr>
<tr>
<td>Medical Services</td>
<td>220.0</td>
<td>223.7</td>
<td>226.4</td>
<td>229.2</td>
<td>232.4</td>
<td>235.2</td>
<td>238.0</td>
<td>240.8</td>
<td>243.7</td>
</tr>
<tr>
<td>Transportation</td>
<td>215.4</td>
<td>215.4</td>
<td>215.4</td>
<td>215.4</td>
<td>215.4</td>
<td>215.4</td>
<td>215.4</td>
<td>215.4</td>
<td>215.4</td>
</tr>
</tbody>
</table>

If you receive, send your old and new address, including zip code and social security or social insurance number, and local union number on a separate sheet.

Canadian Price Index

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Food</td>
<td>135.5</td>
<td>137.3</td>
<td>138.8</td>
<td>139.2</td>
<td>139.6</td>
<td>139.8</td>
<td>140.1</td>
<td>140.5</td>
<td>140.7</td>
<td>140.7</td>
</tr>
<tr>
<td>Employment</td>
<td>233.2</td>
<td>234.1</td>
<td>235.0</td>
<td>236.9</td>
<td>238.3</td>
<td>239.0</td>
<td>239.9</td>
<td>241.0</td>
<td>242.0</td>
<td>242.0</td>
</tr>
<tr>
<td>Housing</td>
<td>260.7</td>
<td>261.0</td>
<td>261.5</td>
<td>262.1</td>
<td>262.6</td>
<td>263.0</td>
<td>263.6</td>
<td>264.6</td>
<td>265.3</td>
<td>265.3</td>
</tr>
<tr>
<td>Medical Services</td>
<td>220.0</td>
<td>223.7</td>
<td>226.4</td>
<td>229.2</td>
<td>232.4</td>
<td>235.2</td>
<td>238.0</td>
<td>240.8</td>
<td>243.7</td>
<td>243.7</td>
</tr>
<tr>
<td>Transportation</td>
<td>215.4</td>
<td>215.4</td>
<td>215.4</td>
<td>215.4</td>
<td>215.4</td>
<td>215.4</td>
<td>215.4</td>
<td>215.4</td>
<td>215.4</td>
<td>215.4</td>
</tr>
</tbody>
</table>

If you receive, send your old and new address, including zip code and social security or social insurance number, and local union number on a separate sheet.

William A. Lowe, Sec-Treas.

1540 14th Street, N.W., Suite 404 Washington, D.C. 20005