



WHITE COLLAR

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

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OPEIU Scores Highest Clerical Wages in Shipping Industry



At the signing of the OPEIU master contract with Sea Land Service are (seated, l-r) International Vice President Michael Goodwin, International President John Kelly, Sea Land Executive VP David Tolan, and International Representative Joseph Scully. Standing (l-r) are Local 153 Representative Thomas Havriluk, Sea Land Senior VP James Hayes, and Sea Land Labor Relations Director Bernard De Lury.

In an industry experiencing the brunt of Reaganomics, members of OPEIU have achieved an extraordinary new agreement and the highest wage increases ever negotiated with Sea Land Service, Inc. In a company where the average wage was already \$10.35 per hour, OPEIU has obtained for its members a new all-time-high average wage of \$14.56—the highest clerical wage in the shipping industry.

These incredible new rates, reports International Representative Joe Scully, are based on the general wage increases, semi-annual cost-of-living adjustments and progression hikes. Scully said that all members at Sea Land will realize the increases, whether at the maximum rate or not. These gains will cover members in the ports of Charleston, S.C.; Jacksonville, Florida; New Orleans; Houston; Seattle; Puerto Rico and Elizabeth, New Jersey.

Benefit Improvements

Members were also victorious in achieving vastly improved health benefits. Just a few of these gains include:

- an increase in employer contributions to the Union Health Fund from \$68 per employee monthly to \$121;
- a new fully prepaid drug plan with no deductible for employees; \$100 family deductible (in contrast to the prior \$100 individual deductible);
- family dental coverage;

- fully reimbursed eye exams and glasses every two years; improved payments for home and office visits; and
- an increase in life insurance to \$12,500.

Another improvement, Scully said, was an 100 percent increase in employer pension contributions to \$20 per employee weekly. An increase in supper money from \$3 to \$5 was also obtained.

Equalizing Ports

For several years the members at different ports have had a varying number of paid holidays annually. During these negotiations, however, the negotiators won the long-fought battle for equalization. Now all Sea Land ports in the United States will receive 14 paid holidays per year.

The Negotiations

Negotiations started shortly after Labor Day in Cranford, N.J. Assisting Scully were representatives of Locals in all the ports. Meetings were also held (Continued on page 7)

Local 153 Wins \$15 Million Contract on Wall Street

The seat of the nation's financial power—Wall Street—has signed a new \$15 million, three-year agreement with Local 153, reports International Vice President and 153 Secretary-Treasurer Michael Good-

win. The new contract covers 2,500 financial division members at the New York Stock Exchange, Depository Trust Company, Securities Industry Automation

Corporation and the New York Futures Exchange. The negotiations were long and difficult. Because of management's strong resistance to an acceptable agreement, the bargaining took many months with two contract extensions. The Union was determined, however, to obtain a just contract for its members, and to do it without a strike.

The Wall Street Pact

As a result of 153's persistence, the members will realize 25.5 percent in wage increases over the three- (Continued on page 7)

Milestone in Canadian History

Members of OPEIU Locals 57, 463 and 434 in Montreal were on the march. But they were not alone. They were among many who came from everywhere. One hundred thousand Canadians, angry and frustrated about the federal government's high interest-rate policies. Many of them angry enough to travel thousands of miles to tell the government in person that they will not take it anymore. Workers, farmers, small businessmen, teachers, students, women, men, pensioners . . .

They came on foot, by car, by bus, by train and by plane. And they filled Parliament Hill to overflowing on this cold, blustery Saturday November 21. The processions from the various bus-unloading points to the Hill were so long that two hours after the rally was opened by Dennis McDermott (president of the Canadian Labour Congress) and Louis Laberge (president of the Quebec Federation of Labour) demonstrators were still arriving. This was true even though the rally was about to end, and some of the first arrivals had already begun to leave.

The organizers of the rally and the police both agreed that it was the largest demonstration Ottawa had ever seen.

"Mr. Trudeau and Mr. MacEachen," McDermott said over the public address system, "take a good look up there in your ivory tower . . . here begins the rebirth of democracy in this nation!"

"The Poles have their Solidarity movement," he said, "Here begins Canada's. Trudeau, MacEachen and the rest of them had better start to pay attention."



McDermott said interest rates are robbing Canadians of their jobs and their homes. Contrary to the government's claims, lowering them is no real problem, McDermott said. He reminded the demonstrators that, a few years ago the government managed to freeze wages at six percent by simple legislation.

"Let them march into that House of Iniquity over there early next week and do the same damn thing about interest rates—let them legislate that they must not go beyond a certain percentage . . ."

Laberge had a similar message, warning the government that the rally was only the beginning of a series of protest actions which will continue until the government changes its interest-rate policies.

" . . . This was, on that cold November Saturday, the real and truly fraternal Canada; Quebecers standing together with trade unionists and citizens groups from all the provinces; union leaders from Montreal sharing the platform with their colleagues from the CLC and other pressure groups; small businessmen side by side with factory workers to express the same discomfort about the economy. . . . A demonstration of exemplary value to a society which tends too much to accept adversity with patience and with the kind of silent resignation that is the worst enemy of a vibrant democracy."

Michel Roy, in *Le Devoir*, Montreal

WHITE COLLAR

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

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President

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Editorial Comment

Texans Answer News, RTW Editorial

The following is an editorial written by OPEIU Local 306 President Pam Gay and Treasurer Marilyn Oldham in response to an *Amarillo (Texas) Globe News* editorial. The *News* editorial supported right-to-work legislation — that legislation which outlaws union shop and allows employees the benefits of collective bargaining without paying their fair share, i.e., encourages "free riders." We reprint that opinion here for the benefit of all our members.

Dear Editor:

This is in response to your editorial in the Sunday, March 21, 1982 newspaper. We have had it up to our eyeballs with your anti-union opinions.

The so-called right-to-work law you are so proud of is a right-to-work-for-less or scab law and does not guarantee anyone anywhere a job. Nor does a union shop deny anyone a job.

What you and your rightwing, anti-union, right-to-work committee should do is either get your facts straight or keep your opinions to yourself.

Stop and ask yourself this question: why do all the so-called anti-union people seek employment on jobs where there is a union contract? In case you can't figure this out, it is because of the wages, fringe benefits, and working conditions that the union negotiated on these jobs. If these people want these negotiated benefits, let them help pay the expense of negotiating them. If they don't want to pay their part, let them go get a second- or third-rate non-union job. No one is forcing them to go to work where there is a union contract. Working on a union job and not paying your fair share of expenses for the benefits received is like living in a city and enjoying all the benefits paid for by the taxpayers of that city without paying your taxes. Is this fair?

In regards to your statement about union dues being used for political campaigning, registration drives, ideological advocacy, and lobbying: there are laws and regulations controlling these types of expenditures. If you are not aware of these conditions, we think you should either become informed or again keep your opinion to yourself. (*Editorial addition: federal law prohibits the expenditure of union dues for particular political candidates or lobbying.*) If the right-wing, right-to-work, anti-union, big business Republicans had half the controls on them that labor unions and working people do, the working class of people in this country would be far better off.

Regarding your statement and President Reagan's earlier statement—"labor leaders are out of touch with the needs and desires of the workers they represent"—we ask you how did the AFL-CIO muster 500,000 people in Washington on September 19, 1981, in support of labor leaders and in protest of President Reagan's policies? We remind you: this was the largest demonstration ever registered in our nation's capital, and we are proud to say we were there and have never seen a more enthusiastic and dedicated group of people.

Texas' Governor Clements and President Reagan should spend more time trying to represent the average citizens of this country and less time on their union-busting tactics and protecting the rich, country-club set and big business.

Also, we are sure all good union members in this area remember the strike of the *Globe News* employees in the late 1960s. With your anti-union tactics and hiring strikebreakers, you were successful in breaking the union. We are sure you are proud of your efforts and successes in this endeavor, but we only wish the citizens of Amarillo and the area you serve had access to a newspaper that was not so biased and anti-union.

We have yet to read an editorial in your paper, referring to labor unions that did not ridicule and criticize unions and their leaders. Is this responsible journalism?

Texaco Strike

OPEIU Wages Corporate Campaign Against 3rd Largest Oil Company

Some 200 members of OPEIU Local 66 and 4,000 refinery workers in Port Arthur, Texas, are on strike against Texaco. Texaco is trying unilaterally to reduce their pension benefits. Hundreds of others are losing their jobs as a result of Texaco's use of plant closings as a tactic designed to instill fear in the workers. What has promoted this tragic situation of hardship and sacrifice for the workers in Port Arthur?

The answer is simple. Texaco lost a Federal Court challenge by its employees who sought to protect their pension rights. Texaco then decided at its highest levels to reassert its power. It would distort the free collective bargaining process. What Texaco lost in Federal Court—the ability to reduce pension benefits in violation of the union contract—it made the key element of several "giveback" demands in the 1981-82 negotiations. Texaco refused any bargaining about these demands.

The company even used the fear tactic of threatened plant closings to force workers to give up their pension rights. Nothing would make Texaco budge. It even rejected Federal Mediation's request to extend the contract past its deadline to facilitate bargaining. Texaco's brutal attempt to impose its will is costing hundreds of workers their jobs, put thousands on strike and forced hundreds of others into submission.

Corporate Campaign

The Texaco employees are fighting against more than their own company. Behind Texaco lies an intricate web of corporate connections with banks, insurance companies and other corporations. Texaco chairman John McKinley is a director of the Manufacturers Hanover Bank, the nation's fourth largest, with loans to Texaco and managerial control of large blocs of Texaco stock held in employees plans. The bank, therefore, has considerable influence with the oil company.

Mr. McKinley is also recognized as the architect of labor relations at Texaco and, therefore, the engineer of the controversy at Port Arthur.

As a result, OPEIU together with other unions, church groups and civic organizations, decided to wage a campaign to have McKinley ousted from the Board of Manufacturers Hanover and to pressure the bank into using its influence to end the strike.

On April 23, 1982, Manufacturers held its annual stockholder meeting in New York City. Attending that meeting were over 150 supporters of OPEIU and OCAW, who gave testimony on Texaco's immoral labor policies and the need for McKinley's removal as a bank director.

OPEIU Research Director Gwen Wells attended and made the following statement on behalf of the Union:

Good Morning. My name is Gwen Wells, and I am holding a proxy from a Manufacturers Hanover stockholder. I am also the Research Director for the 140,000 members of the Office and Professional Employees International Union. And, I am here on behalf of OPEIU Local

153 in New York City and our Local 66 in Port Arthur, Texas.

Local 153 currently has substantial amounts of monies in Manufacturers Hanover, while many of its 20,000 members are individual depositors. At the same time approximately 200 members of Local 66 are also out on strike with OCAW at Texaco in Port Arthur, as a result of the company's anti-worker attitude. We, therefore, have a vested interest in the outcome of the meeting here today.

Enough has already been said about the recalcitrant and unreasonable behavior of Texaco and Mr. McKinley in bargaining with their unions. The insensitivity of the management at Texaco to its workers should already be abundantly clear.

I would like, however, to express our concern with the close link between Texaco and Manufacturers Hanover and to note that neither this Union nor its members can in good conscience continue what has been a long-standing business relationship with an institution lending its name to such an anti-worker company.

We would hope that Manufacturers Hanover would not maintain its current relationship with Texaco—keeping McKinley on the bank's board of directors and not using its influence to help correct his and his company's anti-employee behavior. Otherwise, we will have no option but to hold the bank accountable.

We, therefore, strongly urge you to disassociate yourself from Texaco's immoral policies, to exercise your influence accordingly, or to ask Mr. McKinley to leave.

Thank you.

The Outcome

As expected, McKinley was reelected to the Manufacturers Board. The bank, however, underwent the same type of corporate attack during the J. P. Stevens campaign. Steven's chairman Finley, although reelected also, was later (more quickly) asked to resign. It is hoped that through additional pressures on the bank that we will be successful again.

In the meantime, the strike continues, and the unions have filed charges with the National Labor Relations Board.

What is at stake for the workers? Their pension rights, to be sure, but also their self-esteem, integrity and pride. What is at stake for Texaco? It wants to manipulate a fully-funded pension trust fund to insure that Texaco's profits can be used for executive "perks" rather than maintaining the workers' pensions. When the workers had the audacity to defend themselves in court and at the bargaining table, Texaco decided they had to be taught a lesson.

1982 Full-Time Staff Training in October

The annual conference for full-time staff and officers will be held this year in New York City at the Sheraton Centre. The courses will be offered October 14 and 15, with arrival in New York on October 13.

Reflecting the need expressed by locals and International Officers, in-depth sessions will be held on arbitration and organizing and the law.

Preceding the full-time staff training will be a one and one-half day conference for all Locals representing Blue Cross/Blue Shield units.

Patience Pays Off

2600 Massachusetts Court Employees Finally Gain First OPEIU Agreement

The 2,600 court employees of the Commonwealth of Massachusetts and OPEIU Local 6 members have finally, after a protracted struggle, reaped the gains of their first contract, reports International Vice President and Local 6 Business Manager James Mahoney. It took, according to Mahoney, winning a lengthy organizing campaign against five other unions, followed by long and difficult negotiations.

Yet, even after ratification of this excellent first agreement, the battle was far from complete. The International and Local together had to lobby the legislature for approval of the budget—another time-consuming process. And, finally, when the budget was approved the Union had to lobby the Governor to sign both the budget and the contract.

But, now all members have received their newly negotiated wage increases and benefits. Many bargaining unit members realized nearly \$6,000 in retroactive payments as a result of the drawn-out budget



OPEIU International President John Kelly is shown the new contract for the Massachusetts court employees by Local 6 Business Manager James Mahoney.

process. Approximately 800 other employees obtained lump sum payments of \$1,175.

The new contract called for over 25 percent in compounded wage increases over its three-year life.

Local 106 Settles Multi-Million Dollar Contract with Electric Boat

The nearly 900 OPEIU Local 106 members at General Dynamics' Electric Boat turned out in record numbers to overwhelmingly ratify their new, outstanding contract, according to Local 106 President Paul Bruno. "For the first time in the history of bargaining with GD," he said, "we were able to settle early (six months prior to expiration) and to obtain a remarkably improved agreement."

While other unions have taken wage freezes and given back benefits in bargaining this year, Local 106 gained what one member calls "the best contract ever" from Electric Boat—the maker of the nuclear-powered Trident submarine.

The three-year contract, Bruno reported, calls for salary increases ranging from 45¢ to \$1 per hour in the first year, 20 to 55¢ per hour in the second year, and 15 to 50¢ hourly in the third. All workers received 25¢ per hour on January 1, 1982, when agreement was reached, as a bonus for early settlement.

Additional increases of 20 to 75¢ per hour for white collar (OPEIU) workers will be effective July 4, 1982. The contract additionally provides cost-of-living increases of 10¢ an hour in both 1983 and 1984.

Radiological equipment attendants, who are Local 106 members, will have their jobs upgraded under the new pact, bringing them up to the level of equipment attendants in other units, Bruno said. This increases their hourly wages nearly 22 percent (or almost \$2.00 per hour) before they realize the general wage hikes.

Each employee also received a \$100 bonus Christmas week. This portion of the settlement alone cost \$1.2 million.

General Dynamics additionally agreed to increase the amount an employee can have deducted from each paycheck for the Shipyard Savings Investment Pro-

gram from the current level of 4 percent to 6 percent in the first year, 8 percent the second year, and 10 percent the third. "Since the company matches 50 percent of each employee's investment, the settlement will cost the company \$4 million over the life of the contract," Bruno predicted.

OPEIU Sets Precedences

The court employees, thanks to their Local 6 membership, were the first state employees in Massachusetts to obtain five weeks of vacation.

In another first for Massachusetts state workers, the probationary period was reduced to 90 days. The bulk of the other (non-OPEIU) employees must serve a six-month probation, leaving them unprotected from arbitrary discipline, discharge or layoff.

There were too many other provisions to adequately report here. These highlights, however, are sufficient to indicate the excellent job accomplished by OPEIU Local 6 and its members working in the courts.

The Negotiators

Special mention must be made of the tireless negotiating committee that spent many frustrating months seeking the final settlement. In addition to Mahoney that committee included: Walter Ray Bardon (Quincy District Court); Betty Domigan (Plymouth Superior Court); Brenda Fiske (Attleboro District Court); Phyllis Day (Barnstable Superior Court); Nancy Di Leo (Central Worcester DC); Thomas Welch (Holyoke DC); Jo Anne Peyron (Pittsfield Probation Office); Joanne Napieralski (So. Worcester DC); David Quinn (Cambridge SC); Donald Sullivan (Cambridge Probate & Family Court); Joyce Perry (Lawrence DC); Paul Beecher (Cambridge DC); Deborah Nicolls (E. Boston DC); Kay De Simone (Suffolk Superior Civil Court); Margaret Russell (Suffolk Superior Civil Court); and Patrick Mullaney (Boston Municipal Civil Court).

Mahoney also announced that Phyllis Day, Deborah Nicolls, Donald Sullivan and Thomas Welch had been hired as Local 6 business agents to represent the members and enforce the contract.

Members, in addition, received 4 percent in automatic step increases in the newly established wage schedule.

Local 106 members will also realize annual increases in health insurance schedules. Members' children who are students will be covered by health and dental plans until age 25 (increased from age 21), and the insurance will pay for 100 percent (formerly 80 percent) of laboratory expenses up to \$200 per year. An orthodontic rider will be added to dental benefits, covering 50 percent of expenses up to a maximum lifetime benefit of \$500.

The pension plan was improved with a new "magic 85" clause, allowing an employee to retire with full benefits at age 55, if age and years of service add up to 85.

Some additional gains were:

- two additional days of sick leave annually;
- increased accident and sickness weekly disability benefits to \$190;
- increased major medical lifetime maximum to \$150,000 from \$100,000;
- 10 percent increase in vacation pay for employees with 25 or more years of service; and
- a new expedited grievance/arbitration procedure.

OPEIU BRIEFS

Local 28 Member Enters "Union Hall of Honor"

Mollie Levitas, now nearing 96 years of age and a long-time member of Chicago's Local 28, was one of the first two veteran labor figures to enter the Illinois Labor History Society's Union Hall of Honor.

Levitas has long served the labor movement and OPEIU and was one of its founders. She was secretary to the famed John Fitzpatrick and Ed Nockels of the Chicago Federation of Labor in the 1920s. At the dinner presentation, attended by over 200 trade unionists she issued a stirring call to women unionists to press forward. It was a moment rich in sentiment and awareness of historical continuity.

Sister Levitas was one of the first organizers of white collar workers in the United States, beginning her campaigning in the 1930s, and was instrumental in pioneering the national union which became OPEIU. She was the first vice president of OPEIU's Local 28. She has always been and will continue to be a champion of women and civil rights. No one better desires to be in the Union Hall of Honor.

Local 32 Gets Out the Vote

New Jersey's Local 32 spearheaded an intensive voter registration drive among its Blue Cross/Blue Shield members. The drive among the bargaining unit employees drew activist Cheryl Childress, ably assisted in the photo below, by Chief Steward Jonice Allen and Local 32 Business Manager Pat Tully.

"The drive made it possible for many employees and members to register," Tully said, "and to become more actively involved in political affairs. We think it was extremely successful."



Local 336—25 Years Old



OPEIU Local 336 in Kenosha, Wisconsin, celebrated its 25th Anniversary earlier this year with a party. Pictured above with the original charter are (left-to-right): International Representative Mike Walker, Midwest Organizing Council Representative Joni Andrioff, Charter Member Roger Paupa, Charter Member Jacob Greidanus, International Representative Judy Burnick, and Local 336 President Del Bricco. Local 336 represents the members of OPEIU working at Ladish Company.

OPEIU Opens Erie Conference



Senator Howard Metzenbaum (D-Ohio) addresses the participants at the OPEIU Erie Regional Educational Conference on the state of the economy and the upcoming U.S. Congressional elections.

The Office and Professional Employees International Union kicked off its 1982 Regional Educational Conferences with "one of the best in its history" in Columbus, Ohio. The 125 participants at the Erie Conference, hosted by the Tri-State Council and held April 2-4, praised the increasingly high-caliber instruction offered by OPEIU President John Kelly and the International staff.

Conference Agenda

Subject matter of this year's conference was determined by the OPEIU Research and Education Department after considerable input from the Re-



International President John Kelly prepares to introduce Senator Howard Metzenbaum (left) as Secretary-Treasurer William Lowe (right) looks on.

gion's local unions. Of primary concern throughout the region and the nation as a whole were negotiations and bargaining strategies, especially in light of management's giveback demands; more effective communications between officers, stewards and members; grassroots organizing around political candidates and issues; and organizing the unorganized.

In addition to focusing on these particular issues, OPEIU remained determined to use effective, professional instructors to present the material. In keeping with that resolve, several instructors from Ohio State University's Labor Education Research Service (LERS) participated in the program. Those instructors included Professor and Director of LERS C. J. Slanika for Effective Communications; Associate Professors Michael Montgomery and Susan Josephs for Collective Bargaining; and Associate Professor David Patton for Political Action.

OPEIU Director of Organization Mark Reader, the last morning of the session, presented the case for organizing the unorganized, pointing out that local unions could only look forward to a decrease in members and in gains made at the bargaining table,

if they did not become committed to organizing new members.

Senator Howard Metzenbaum

Participants also praised International President John Kelly and the International Union for becoming more involved politically to protect them and their rights. An indication of the new commitment came from the Conference's keynote speaker Senator Howard Metzenbaum (D-Ohio).

Senator Metzenbaum, opening the conference, focused on the effects of the Reagan budget and tax cuts. He pointed out how the budget cuts have had a particularly devastating impact on the middle class and poor, citing the school meal and milk program cuts, cuts in aid to education and increased unemployment as examples.

He also pointed out the inequities in the new tax cuts. "General Electric with revenues of \$2.7 billion paid no taxes last year as a result of the new tax leasing program, while Exxon with revenues over \$2.5 billion paid less than all of us in this room," he said. By 1984, according to Metzenbaum, 50 percent of the corporations will pay no taxes. The program is so overwhelmingly geared to the rich, he said, that even 16 far-right Republican Senators voted in opposition to it.

Metzenbaum, as President Kelly pointed out, has always supported the middle class and working American; he always lent a sympathetic ear to the labor movement. Because of his sensitivities to justice and humanity, he has been earmarked for defeat by the corporate-led ultra right in America. But, according to the Senator, he has made every ultra right hit list since President Nixon, which means he must be doing something right. Because he is, OPEIU and President Kelly pledged their support to him in his 1982 re-election bid for the Senate. Participants rose for a standing ovation at the announcement.

President Kelly and Senator Metzenbaum encouraged the participants to get out and organize their members, to get them involved politically, to educate them on political issues, and to get them to contribute to the Union's political action fund—Voice of the Electorate. As Senator Metzenbaum indicated, many of these members once believed the current Administration would have all the answers. Clearly they were misguided.

One upshot of Senator Metzenbaum's address was coverage on a local news station of the Conference's opening. Many participants were delighted to see themselves on television that evening, and of course the Union was not unhappy with the publicity.

President John Kelly

In his luncheon remarks before the participants,

International President John Kelly spoke of the advances made by the Union since the last Conference. He pointed out the organizing gains, especially within the region, and encouraged the locals to become more actively involved in developing campaigns on which the International can assist with staff and finances.

He also pointed out the increase in International staff within the Region—staff handling negotiations, organizing and servicing. "The Erie Region has more International staff per capita than any other Region. It is our hope, therefore, that it will also show the greatest growth within the next couple of years."

VOTE Raffle

As is tradition at OPEIU Regional Educational Conferences, Secretary-Treasurer Bill Lowe outlined the reasons for VOTE contributions. He, too, pointed to the disparity in Reagan's program and the need to elect candidates that will protect the middle and lower class working people. Contributions were solicited to Voice of the Electorate following Lowe's speech.

The host council, therefore, held a 50/50 raffle. Member Deborah Farmer from Local 67 was the big winner of over \$200. She contributed back to the Union \$100 in order to become a member of the President's 100 Club.

The President's 100 Club is composed of all members, staff and officers who contribute at least \$100 each year to VOTE. Names of new members of the Club appear regularly in this newspaper.

Participants

As was indicated earlier, this was one of the best attended Conferences both within the region and within the nation. Over 125 participants attended.

Representing the International Union at the Conference were President John Kelly, Secretary-Treasurer Bill Lowe, Vice President Billie Adams, Director of Organization Mark Reader, Director of Research Gwen Wells, and International Representatives Jesse Bridgewater and Jay Porcaro. Also attending was Tri-State Council Representative Wendell Drake.

In addition to the Tri-State Council (covering Pennsylvania, West Virginia and Michigan), Locals represented were 10 (Detroit, MI); 17 (Cleveland, Ohio); 19 (Toledo, Ohio); 33 (Pittsburgh, PA); 42 (Detroit, MI); 49 (Euclid, Ohio); 55 (Toledo, Ohio); 67 (Charleston, WV); 98 (Cincinnati, Ohio); 212 (Buffalo, NY); 311 (Kankakee, IL); 333 (Columbus, Ohio); 339 (Akron, Ohio); 352 (Franklin, PA); 375 (Cincinnati, Ohio); 388 (Cincinnati, Ohio); 393 (Flint, MI); 417 (Detroit, MI); 422 (Chillicothe, Ohio); 457 (Centerville, PA); 459 (Lansing, MI); 469 (Pittsburgh, PA); 471 (Brownsville, PA); 494 (Detroit, MI); 502 (Oberlin, Ohio); 504 (Mt. Pleasant, MI); 512 (Pontiac, MI); and the newly affiliated Licensed Practical Nurses Association in Springfield, Ohio.

Upcoming Conferences

| Region | Host | Dates | Place |
|-------------------------|----------------------|---------------------|------------------------------|
| Southwest/ Southeast | Local 268 | May 20-22 | Holiday Inn Knoxville, TN |
| Northeast | Local 106 | Sept. 16-18 | Holiday Inn Groton, CT |
| Western | Locals 8 & 23 | Sept. 23-25 | Hyatt Seattle, WA |
| North Central | Milwaukee Council | Sept. 30- Oct. 2 | Hyatt Milwaukee, WI |

The format of all conferences will be similar to that of the 1981 Conferences. Top-level instruction will be offered by experienced teachers. Workshops will run concurrently, giving participants a choice of subject matter.



Kelly Addresses Canadians

International President Kelly extended the greetings of the 140,000 members of the OPEIU in the United States and Canada to an enthusiastic OPEIU Canadian Convention. The following is the text of his speech to the 165 delegates.

There is no border between workers. What hurts one hurts all. Let me tell you what is happening in the United States. The recently enacted government tax programs permit oil companies such as Occidental, with \$700-million in profits, to pay no federal taxes for four years. General Electric, with earnings of \$2.66-billion, paid no taxes in 1981 and is entitled to a refund of taxes paid in prior years of \$90 to \$100 million.

Notorious union-busting consultants are beginning to appear in Canada. We have seen right-to-work resolutions introduced by the B.C. Social Credit Party. This brings back memories of how the introduction of right-to-work legislation appeared in the United States on a very small scale at first and then to a point now where anti-union forces are considering national right-to-work legislation.

Taxes on health coverage, as we have in Canada, are now being proposed in the United States. Variable mortgages, as they started in Canada, are now appearing in the United States.

Official records in Canada show that unemployment is 1,119,000. This is understated, however, because the figure is closer to 1.5 million when you add the discouraged workers who have given up seeking employment.

The economy of the United States, too, is having the greatest number of bankruptcies since the depression and an unemployment rate of over 9 percent which equals 10 million unemployed. (As of this writing, the unemployment rate has risen to 9.4 percent.)

In Canada, we are now seeing a specter of job bias increasing as more and more workers are forced to fight for traditional low-wage positions.

In the United States, the gutting of programs to assist the unemployed find jobs is paralleled in Canada. The Minister of Employment and Immigration now is calling for sharing the misery through work sharing programs and sharing unemployment benefits. The government's program of jobs for students is a program that would provide 10,000 short-term jobs.

In both countries, a tight money program equals high interest and loss of jobs. There is a definite correlation between job loss and loss of homes, increased divorce rates and juvenile delinquencies.

I do not want to see workers in Toronto forced in their need to the Scott Mission or in New York City to the St. Francis of Assisi breadline. These predicaments have come about because so many of us failed in the last election to vote for candidates dedicated to helping the people.

We have learned our lesson. Hundreds of thousands of people who demonstrated in Ottawa on November 21 have given the message. The spirit indicated by the OPEIU membership at the Canadian Consultative Committee meeting has shown that we shall overcome!

Canadian Organizing

The OPEIU is engaged in the CLC organizing program in Quebec. Our strike fund has made payments to our striking Canadian members in 1981 in the amount of \$884,100.58 and since February 1975 of \$1,430,051.83.

I would like to congratulate the delegates on the resolutions on video display terminals, technological changes and equal pay for equal work of a comparable value. This last resolution was covered in the OPEIU "Newsletter." And, furthermore, the resolutions on organization, taxing of fringe benefits and day care centers are all excellent. The introduction of resolutions brings to mind the bible admonition of "prayer without good works." Those good works are registration, financial support and the election of candidates dedicated to these resolutions.

Health Study

The International now has established a program with Simon Fraser University, Burnaby, B.C., and

The Over 400 Members at GHI Gain 13% in Wages and Vote Checkoff

OPEIU Local 153 Secretary-Treasurer and International Vice President Michael Goodwin reports an outstanding new two-year contract for the members at Group Health Insurance (GHI) in New York City. Over the life of the two-year agreement, the members' wages will rise 13 percent, a figure which will be incorporated into the minimum and maximum salary rates. Progression increases will, therefore, rise as well.

For the first time, the members will also have the opportunity to check off voluntary contributions to Voice of the Electorate (VOTE)—OPEIU's political action fund. The money contributed to the fund will, in turn, be used by the International and Local to support key legislation affecting our members and political candidates.



OPEIU Local 153 members at GHI eagerly vote to ratify their new agreement.

Additionally, the GHI full-time and permanent part-time employees obtained a new optical plan. And, any employees who resign from GHI employment will now receive their accumulated vacation pay on their last scheduled day of work. In the past, ex-employees had to wait up to six months after resignation for these earned monies.

Hard Bargaining

Business Representative Paul Greenspan reported that it took 19 negotiating sessions and use of a federal mediator to finally arrive at this excellent settlement. "The last session alone was over 25 hours. If we had not obtained an agreement at that time, we would have been forced to take a strike vote. Thankfully we did settle," he said.

However, it was reported that GHI management had attempted throughout the bargaining to obtain givebacks from the employees and Union. A major effort by the company was made to obtain: a return to the 5-day week (from the 4-day), a prolonged probationary period, a withdrawal of two holidays, a deletion of voluntary overtime, a cut in sick leave to one-half the contractual limit. Management was forced to withdraw these and other regressive proposals in the face of strong Local 153 opposition.

In addition to Greenspan, the GHI-Local 153 negotiating committee consisted of Chief Steward Louis Nappa, Assistant Chief Stewards Lawrence Sporn and Frederick Smith, and Stewards Stella Brathwaite, Margaret Cooney, Peter Hazard, Mildred Lazarus, Mary L. McLean, Doretha Pinckney, Carole Schleicher, and Judith Vogel.

Independent Affiliates with Local 179

On March 8, OPEIU Local 179 in Chattanooga, Tennessee, won a great victory when the 350 members of the Soft Drink Employees Independent Union

Harvard University to study the problems faced by our members working in modern, sealed offices and the possible adverse effects on our members' health, and especially on the reproductive process. I am pleased with the Ontario Public Service Board ruling on fear of radiation and its effect on the unborn. I am also awaiting, with great expectations, the NDP Task Force report on discrimination against older women.

In closing, I would like to quote the statement made by Dennis McDermott, President of the CLC, at a recent AFL-CIO Convention: "A great deal is said, particularly in media, about our differences, and much is made of it; but I believe deep in my heart and deep in my gut that our similarities far outweigh the dissimilarities that there are between us."

(Coca-Cola) voted to affiliate with their Local, reports Local 179 President Spencer A. Smith.

In announcing the affiliation, Smith said: "We are thrilled and excited about the opportunity and challenge of assisting the employees of Coca-Cola and are preparing for our first round of meetings with the company."

He also expressed appreciation to the International for its assistance. "I would like," he said to International President John Kelly, "to express appreciation to you and Vice President Charlie Harris for the interest and leadership you gave during this campaign. We are looking forward to getting involved in more campaigns within the near future as we want our organization to grow. We are glad the International listens and responds when a Local needs assistance."

Miller Brewery Members Win 30% in Wages

Local 9 members working at Miller Brewery in Milwaukee, Wisconsin, will realize over 30 percent in additional wages during their new three-year contract, according to International Vice President Billie Adams. Additionally, members could earn as much as 3 percent per year in merit increases.

Although management had been strong in their resistance to the legitimate proposals of the members and, in fact, sought retrogressive concessions in the contract, Local 9 was able to make many improvements in benefits and working conditions and to avoid the giveback demands.

For the first time, a comprehensive vision care plan was gained by the members. Improved vacations were also achieved, including four weeks for eight years of service.

Other highlights in fringe benefits included:

- increased life insurance to \$21,000 over the contract life;
- increased weekly accident and sickness benefit to \$190;
- increased permanent and total disability benefits to \$220 weekly;
- increased pension benefits;
- increased life insurance during retirement years to \$13,000 during the first year of retirement and \$3,000 thereafter;
- an additional paid bereavement day for the death of an employee's grandparents;
- extended seniority protection while on leaves of absence; and
- increased shift differentials.

Assisting Adams in the difficult negotiations were Local 9 Business Manager Ed Kubicki, Cheryl Kuhn, Lee Roy Krupinski, Shala Olson, Richard Pauling, and Cathy Walker.

Unionism Pays Off!



Pictured above are two OPEIU Local 139 members—Nancy E. Bentz (left) and Ruth O'Dell (right)—in La Mesa, California. Thanks to their union membership they won an arbitration settlement of \$19,978.55. Here they are being presented their award by Local 139 Business Representative Helen C. Wallace. Both had been laid off out of seniority. They have now been restored to their former jobs, in addition to receiving the backpay award.

OPEIU and Sea Land Agreement

(Continued from page 1)

in Jacksonville and Galveston before returning to New Jersey.

When the contract expired at 12:01 a.m. on November 9, the negotiators agreed to stop the clock and continue through the night and into the following two days. At various points during the marathon session, negotiations approached a stalemate. It was only during the final hours when the OPEIU negotiators convinced management of their resolve that a contract was eventually reached.

The Negotiators for the Union

International Representative Scully was ably assisted at all sessions by Local 153 Business Representative Tom Havriluk (New York); Local 8 Business

Representative Darlene Sobieck (Seattle); Local 129 President Mike Kearney (New Orleans); and Local 74 President Paul Mori (Jacksonville).

The following members employed at Sea Land also served on the negotiating committee: Kathy Brown, shop steward (Charleston) Jean Clark, shop steward (Houston); Robert Grabowski, assistant chief shop steward (Charleston); Veronica Washuta, chief shop steward (Elizabeth); and Lou Wolfe, shop steward (Baltimore).

At a meeting held following ratification, OPEIU International President John Kelly and Vice President Michael Goodwin signed the master agreement with Sea Land Service.

The new contract expires November 9, 1984.

\$15 Million Wall Street Contract



Standing (far left) are Local 153 Business Representative John Brady and Secretary-Treasurer Michael Goodwin (also International Vice President) as they watch the Wall Street members cast their votes in favor of the new contract.

(Continued from page 1)

year period. In addition, they will receive up to 3 percent in annual cost-of-living adjustments, provided inflation exceeds 9 percent.

The members represented in negotiations by Goodwin and 153 Business Representative John Brady, will realize much more in additional monies than the wage increases suggest. For example, whereas employees formerly were required to contribute 3 percent of salary annually to their pension plans, the new contract calls for an 100-percent employer-paid plan. This guarantees our members a happy and financially stable retirement and also increases their current living wage.

Also, Local 153 had previously gained for its members a savings plan, whereby the employers provided a 50-percent matching contribution to employees up to 4 percent of salary. In this round of negotiations, 153 was able to raise that to 6 percent. Participating members can, therefore, gain from the employer up to 3 percent annually, plus interest.

Shift differential will now rise to 15 percent from 10, while all employees working one-half hour beyond their normal shift will receive \$5.00 supper money.

The Local was successful in gaining added vacation time for more senior employees to spend with their families. A fourth week of vacation will now be paid to employees with 10 years of service (reduced from 11 years), while employees with 18 or more years will receive a fifth week (down from 10 years).

A new optical plan allowing members annual eye exams, frames and lenses was also achieved. Such a benefit is especially important for our older members and those working on video display terminals who are subject to serious eye strain.

For the first time, a VOTE checkoff provision was written into the contract, although our Wall Street members have contributed to VOTE for some time. VOTE, or Voice of the Electorate, is OPEIU's political action fund. The fund enables the Union and the

Local to support legislation and legislators that protect members' rights—both in the workplace and in their everyday lives.

Additional benefits include:

- improved medical coverage;
- an 100-percent employer-reimbursed tuition plan;
- a new labor-management safety and health committee; and
- guaranteed full payment for holidays falling during sick leave.

In an effort not only to protect current employees, but also long-time former members and employees, the Local was able to achieve an extension of full dental, optical, hospitalization, surgical-medical and major medical benefits to all employees retiring after 10 years of service who have reached aged 65.

The Participants

"Without the 2,500 financial division members backing us throughout, we could not have achieved this excellent settlement," Goodwin emphasized. He, however, gave special credit and thanks to the negotiating committee, composed of members from each of the four Wall Street companies.

In addition to Goodwin and Brady that committee included the following:

New York Stock Exchange—Michael Boden, William Brodie, Joseph Cardone, Abraham Goldstein, Richard Hicks, Thurman Raysor, William Roach, and Fabian Ruiz;

Depository Trust Company—Stephen Bender, Willomena Cosby, Marie DeMarco, Patrick Gerlardi, Michael Kealey, Graham Paton, James Rodgers, and Ronald Tietzen;

Securities Industry Automation Corporation—Albert Paniello, Charles Porter, and Douglas Sherman; and

New York Futures Exchange—Frank Luccione.

OPEIU BRIEFS

Local 28 Officers Reelected

Lola Rose and William Taylor were reelected to the offices of President and Secretary-Treasurer respectively in Chicago's Local 28. Both Rose and Taylor, who were elected by acclamation, are entering their third three-year terms on the Local's Executive Board.

Also reelected were John Avena as 1st Vice President, Bernice Palmer as 2nd Vice President, and Trustees Carolyn Fulton, Jeannette Pumishek, and William Saccomando.

Elected for the first time were Recording Secretary Rosina Imbo and Gerald Sarnello as Sergeant-at-Arms.

Local 32—Involved



Pictured here is New Jersey's Local 32 President Frank Esposito visiting a child afflicted with cerebral palsy. Esposito served on the committee for the United Cerebral Palsy of Essex West Hudson. Local 32 and its members have been and remain community activists. Like most trade unionists, they are concerned with the betterment of life, not only in the workplace, but in the community as well.

Local 330's Caldwell Retires After 30 Years

As of the end of 1981, OPEIU Local 330's Leotis "Lee" Caldwell retired from her full-time position with UAW Local 1093 in Tulsa, Oklahoma. Described in the UAW newsletter as the local's leading historian, Caldwell served 30 years of faithful service as the Local's office secretary.

She also served OPEIU Local 330 as faithfully during that long period, having held the office of Trustee, Member-at-Large, and Recording-Financial Secretary—the office she now holds.

We sincerely wish Sister Caldwell a happy and healthy retirement. She will be missed by her many brothers and sisters in the OPEIU.

Local 153—Politically Active

New York's Local 153 once again has actively solicited contributions from its members to the Union's political action fund—Voice of the Electorate (VOTE). Again they have had a successful year and turned over to the International Union \$10,000 in contributions.

The voluntary contributions are used by OPEIU to support candidates to public office who pledge to support America's working people and to support or oppose legislation for the welfare of our members.

Local 153, in fact, has received VOTE contributions far in excess of the \$10,000. They, however, wisely maintain their own political action fund to support state and local politicians and legislation.

In his letter of appreciation to Local 153 Secretary-Treasurer Michael Goodwin, OPEIU International Secretary-Treasurer William Lowe wrote: "Please extend my sincere thanks to the members of Local 153 for this most generous contribution. It will go a long way toward electing those candidates who are concerned with the welfare of our members, their families and our Union."



Why Organize?

by John Kelly
International President

ORGANIZING the unorganized has always been a top priority of the OPEIU. In addition to our moral obligation to bring the benefits of union membership to these unrepresented/unprotected workers, we also must seek to extend unionization in order to protect our current OPEIU members.

By organizing new members within a local's area, we seek to equalize wages and benefits within the area and, therefore, to protect our contract gains. If area industries are likewise paying union (living-saving) wages, an employer cannot cry that his labor costs are higher than those of his competitors. We, in fact, in this way protect his competitive position in the marketplace. Customers will not take their business to other firms who pay unreasonably low wages and, therefore, can undercut our employers' prices.

Another benefit of organization in an area is obvious in the event of plant/office closings. If a local represents a number of businesses, it can likely obtain new positions for the displaced members. We owe our members this benefit.

Rising Local Costs

There is no question, and I will not deny it, that additional organizing also means additional revenues—revenues needed by a local to remain a viable organization.

Members are continually lost as a result of plant closings, relocations, and increased automation. If those members are not replaced the organization will wither because of lost revenues. It will leave its remaining members with inadequate (if any) service.

Even if a local were to remain at the same level of membership, it would be impossible to provide adequate representation because of increased costs.

Over the years the costs for field staff—representatives and organizers—have risen phenomenally. Prices

for cars, gasoline, lodgings (not to mention office-related costs) have been outrageously inflated, like everything else.

Cost rises have resulted from the increased competition from other unions in the white collar area. Such unions (many industrial) have experienced rapidly declining memberships and recognize the growth is in the service sector of the economy. To protect our current membership and our position as "the white collar union," we must invest additional staff and money to compete.

Union-busting consultants and protracted Board and Court proceedings have also added to our costs.

In an attempt to bust their unions, many companies are forcing locals to take more and more cases to arbitration, to engage in long drawn-out negotiations, and even to force strikes. The clear intent is to deplete the local's and the International's treasuries.

Dues as an Alternative

It is obvious then that without additional members and revenues, the locals cannot be efficient in servicing their members' needs. They may, in fact, be forced to provide less and more inadequate representation in the future.

Their only alternative would be to raise the dues of current members to an unacceptable level.

This International is committed to seeing that that does not happen, to seeing that our members continue to pay reasonable, affordable dues while receiving the highest quality representation available. That's the reason we are so committed to organizing and to seeking affiliations of independent organizations.

New Organization

With that commitment in mind, OPEIU has successfully made recent organizing gains throughout the

country.

We have affiliated the independent Local 98, representing some 1,100 members in an amalgamated multi-state union based in Cincinnati, Ohio. The new members are located in Ohio, Indiana and Kentucky.

We have also chartered Local 512, the Michigan Institutional Supervisors—a statewide organization of supervisory employees based in Lansing, Michigan. The new Local President John Smith has announced he will launch an organizing drive of some 8,400 state supervisors.

Some 350 employees of the Coca-Cola Bottling Company in Chattanooga, Tennessee, also affiliated with OPEIU. They were originally represented by an independent union, but went with us because of our good reputation with other workers in the beverage industry.

Lastly, an agreement was reached with the Licensed Practical Nurses Assn. based in Springfield, Ohio. OPEIU thus became the collective bargaining representative for several hundred LPNs at Ohio Hospitals. These LPNs have also agreed to cooperate with OPEIU on future joint education and organization programs for LPNs throughout the State of Ohio.

And, we don't plan to stop there. On-going campaigns are occurring at a large Indiana insurance company, a large non-profit hospital in the South, banks and universities in the Northeast, and elsewhere.

We will continue these organizing drives and more for all of the reasons I have previously given. We owe it to our present and future members.

Join with us to extend the benefits of OPEIU membership. Begin your own campaigns. The International, with both subsidies and staff, will aid any viable organizing drive.

Protect your members and your Union!

OPEIU Wins Arbitration on Confidentiality in the Wake of its Supreme Court Victory

OPEIU Local 153 has won the right for credit clerks to belong to the Union in a recent arbitration case at the New York Statler Hotel, reports 153 Secretary-Treasurer Michael Goodwin. The arbitrator's decision, Goodwin said, was based on OPEIU's Supreme Court case upholding the right of so-called "confidential" employees to belong to bargaining units. (*Hendricks*

County Rural Electric)

The case arose when the Statler challenged the majority status of the Local and specifically sought to exclude the clerks who had access to credit information. Management had mislabeled these employees as "confidential."

After verifying that the clerks did indeed desire Local 153 membership, the arbitrator said: "In view of the decision of the United States Supreme Court, dated December 2, 1981, holding that access to confidential information of the kind involved in this case is not a bar to inclusion in a bargaining unit, I find that the four credit clerks are included in the bargaining unit."

In the *Hendricks* case, the Court had ruled that only access to labor relations materials would make employees ineligible for union membership. By labor relations materials, they meant those employees who 1) see confidential personnel or labor relations information, or 2) who work for management officials who "formulate, determine, and effectuate management policies in the field of labor relations."

This, to our knowledge, is the first arbitration case to arise after the historic decision. Perhaps it is only appropriate that an OPEIU Local—153—be the first to use the case for the protection of its members, since the case arose from another OPEIU dispute. Score two victories for OPEIU.

OPEIU Forms Local 7

On May 3, 1982, OPEIU International President John Kelly presented a new charter to OPEIU Local 7 in Detroit, Michigan. Local 7 presently represents approximately 400 employees at Metropolitan Hospital.

Kelly congratulated them on their new charter. He said that they had made a great new start and hope to see them grow to be one of the larger locals in the OPEIU.

Following the presentation, new officers were elected. Those included Lois Feeney, president; Vickie Forsythe, vice president; Carolyn Dembinski, secretary-treasurer; and Deborah Zink, recording secretary.

Newly elected trustees are Judy Lowe, Roberta McDonald, and Jeannette Boyd. Executive board members-at-large are Opel Lewis, Del Martin, Maryan Ward, Mae Daniels, and Gwen Davenport.

U.S. Price Index

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

| | |
|-----------|-------|
| 1980 | |
| September | 251.9 |
| October | 254.1 |
| November | 256.4 |
| December | 258.7 |
| 1981 | |
| January | 260.7 |
| February | 263.5 |
| March | 265.2 |
| April | 266.8 |
| May | 269.1 |
| June | 271.4 |
| July | 274.6 |
| August | 276.5 |
| September | 279.1 |
| October | 279.7 |
| November | 280.4 |
| December | 281.1 |
| 1982 | |
| January | 282.1 |
| February | 282.9 |
| March | 282.5 |

Canadian Price Index

Statistics Canada
New Base 1971 = 100

| | |
|-----------|-------|
| 1980 | |
| 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 |
| March | 229.4 |
| April | 231.1 |
| May | 233.2 |
| June | 236.8 |
| July | 238.9 |
| August | 240.6 |
| September | 242.4 |
| October | 244.8 |
| November | 246.9 |
| December | 248.0 |
| 1982 | |
| January | 249.7 |
| February | 252.7 |
| March | 255.9 |

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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