



WHITE COLLAR

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

No. 404

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The Challenges of 1981 and 1982



Pictured here are the negotiating committees for OPEIU and General Dynamics. Left to right, standing, are Local 277 Representatives Dwight Burton, Billie Pearce, Don Wright and Business Manager J. B. Moss; GD Representatives A. B. Cox, B. E. Lambert, Wayne Hollingsworth. Seated, left to right, are Local 277 Member Ronnie Jones and GD Representative Linda Ancy.

Local 277 Beats Inflation in New General Dynamics Agreement

OPEIU Local 277 members at General Dynamics won a significant victory when they retained their major inflation fighter—the cost-of-living clause—in recent negotiations; while other unions throughout the country's private industry have been forced to give back their COLAs. Local 277 President and Business Manager J. B. Moss said that the Union made the COLA adjustments its first priority during the negotiations, and the huge military aircraft manufacturer in Fort Worth, Texas, proved receptive.

This was a major victory, since the COLA formula has added \$2.20 an hour to GD employees pay during the last three years. The allowance in the new contract is estimated to generate \$2.29 an hour or \$4,763 a year during the next contract period, "assuming a conservative inflation rate."

In addition to the COLA, Local 277 members won a 3 percent annual across-the-board increase plus an additional 5 percent first-year skills adjustment in the higher grades, Moss said.

As a result of these improvements, top-grade office and technical employees will earn in the (Continued on page 6)

Local 378 Members Focus on Equal Pay at BC Hydro

Great strides have been made for the women workers at B. C. Hydro in Vancouver, British Columbia, by Office and Technical Employees Union (OTEU) Local 378. Business Representative Ann Harvey says Local 378 has achieved equal pay after a multi-year battle with the utility company.

Since the 1960s, the Local fought to merge the two separate wage scales maintained by the company—one for the men and one for the women workers. The women, as elsewhere, were paid much less.

Finally in 1969, Harvey said, the salary scales at B. C. Hydro were merged. Female Labor

Grades B and C, however, were made equivalent to the male Group 2. As a result, subsequent female groups were one step lower on the scale than the men.

OTEU was unable, despite hard bargaining, to move management away from its discrimina- (Continued on page 6)

1981 was a year in which we saw a rising militancy in the labor movement. Members, fed up with broken promises and attacks on hard-won political and economic gains, became active. Heeding the calls of their unions, American labor held its only national rally and the largest in the history of the United States on Solidarity Day. On Labor Day cities across both nations experienced the largest Labor Day parades and demonstrations ever. Canadians demonstrated throughout that country against outrageous interest rates.

Although the government statisticians pointed to the decline of the labor movement and its share of the workforce, many unions like OPEIU gained in strength. In 1981 through organizing drives OPEIU gained nearly 8,000 new members. Just a few of those gains were the State of Massachusetts Court employees; Washington Transit Authority in Washington, D.C.; Oklahoma Farmers Union; Golden Gate University in San Francisco; medical clinics in British Columbia; Fairleigh Dickinson University in New Jersey; Mesa Vista Hospital in San Diego; United Way in Los Angeles; the U.S. Department of Energy in Tennessee; Community Health Plan of Suffolk County in New York; the Norge plant in Illinois; and the City of Montclair employees and the County of Passaic employees, both in New Jersey.

In addition, a number of independent unions sought OPEIU's expertise in representing white collar employees and affiliated with this Union. OPEIU added several thousand members through affiliation, such as, the starters and inspectors at the Boston Transit Authority and the milk distributors in Cincinnati, Ohio. More affiliations and organizing campaigns are now underway.

In 1981, OPEIU successfully argued before the U.S. Supreme Court that millions of workers must be included in bargaining units, even if they have access to information unavailable to the general public. By winning the case, OPEIU has protected the bargaining and organizing rights of countless American workers (see details on page 8).

Outlook for 1982

The coming year promises to be similar, yielding some of the worst and some of the best. With the Administration's new proposals for further budget cuts (specifically targeting Medicare and Medicaid), with additional attacks on the labor movement, with the 1982 U.S. Congressional elections, OPEIU and the labor movement will become more and more active politically.

Due to the economic disarray in both the U.S. and Canada and the resulting lowered living standards, workers can turn to only one source of relief—unions. With the renewed attack on working people, therefore, OPEIU will organize greater and greater numbers of white collar employees to enable them to fight for their rights in offices and in the political arena.

Through new and better contracts, we will more directly and swiftly seek improved lives for all of our members. But, we will also seek to improve the lives of all working people—unorganized and organized—as well.

In the face of massive layoffs and rising unemployment; cut-backs in services for the elderly, unemployed and others; rising inflation, federal deficits and interest rates, OPEIU is committed to the election of candidates dedicated to improving life for all U.S. and Canadian workers. We will work for those elections and for legislation that will advance America, not move it into a deeper recession.

It will be a challenging year, but one for which we are ready.

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WHITE COLLAR

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

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1982

Educational Conferences Set for Spring

The first two Regional Educational Conferences have been established for Spring 1982. Although all local unions within the two Regions should soon receive correspondence describing the conferences in detail, you should mark the dates on your calendars now.

Erie Region	April 2-4	Sheraton Downtown Columbus, Ohio
Southwest/Southeast Region	May 20-22	Holiday Inn (Station 82) Knoxville, Tennessee

Courses will include a full-day session on collective bargaining as well as half-day sessions on effective communications, political action and organizing. All are taught by experts in the respective fields.

WHAT'S DIFFERENT ABOUT NEW YORK AIR?

IT'S AN AIRBORNE RUNAWAY SHOP.

Texas International Airlines broke signed agreements with its unionized workers and used a complex web of corporate maneuvers to set up a 100 percent nonunion sister airline, New York Air.

This union-busting scheme jeopardizes the jobs of union pilots, flight attendants, machinists, reservation clerks, and baggage and ramp workers throughout the airline industry.

WHAT CAN YOU DO?

Please Don't Fly
New York Air

Corporate
Campaign

New White Collar

Postal rates for *White Collar* will nearly triple in cost this year. To keep down the cost for our members and yet provide more news coverage, the paper will now become an eight-page quarterly. Although this means less frequent delivery, it will result in an additional eight pages annually of news on local and international activities, political issues, and consumer affairs.

Local 378's ICBC Members Gain 42% in Wages After Bitter Struggle

Achieving wage increases of 15, 15 and 12 percent in a three-year contract, the 2,000 members of Office and Technical Employees Union Local 378 at the Insurance Corporation of British Columbia (ICBC) returned to work in September. While Local 378 tenaciously attempted to resolve the negotiations dispute, ICBC sought to pressure the union into submission using selective lockouts. Only after the Corporation had locked out 330 members for 10 months was the Local forced to resort to a total strike of the 2,000 members.

The Company's divisive tactics had failed and it eventually agreed to voluntary binding arbitration. Through that forum the settlement was finally reached. Depending on job classification, individual employees will actually receive between 42 and 49 percent over the contract life, in addition to length-of-service increases.

Local 378 President Fred Trotter reports that the Local's negotiating committee worked very hard in its efforts to avoid a total shutdown. "We couldn't see how a lockout or strike was going to help either side," Trotter said, "but, given the Corporation's adamant stance on the major issues, we could not agree to their last offers. We could not hurt our members by agreeing to the 11½ and 11 percent we were being offered over 2 years, while the average settlements in the area were in the 12 to 14 percent range and several major employers had settled for 15 percent."

ICBC, as a provincial Crown corporation, is owned by the people of the province, and run by the provincial government. Local 378 petitioned the Ministers of the government who are responsible for ICBC, the Minister of Labour and even the provincial Premier, in an effort to demonstrate the potential calamity of a total shutdown. Unfortunately no one listened.

When the contract expired with no resolution, the union introduced an overtime ban on November 7, 1980. Instead of bargaining, the Corporation responded with a series of lockouts,

until 330 OTEU members were locked out on January 30, 1981. A total shutdown was authorized only after this concerted lockout action by the Corporation and all other pressure avenues failed to generate results.

"Economically the strike made no sense for the Corporation," Trotter pointed out. "They ended up settling for considerably more money than they could have done before the strike, with no offsetting savings as a result of the strike. In fact, we estimate that the strike cost the Corporation more than \$40 million, while the wage saving was less than \$25 million. The intangible costs, such as impact on service and public confidence, is immeasurable."

"Right up to the time that we met in front of the arbitrator, after almost a year of labor-management chaos, they stuck by that ridiculous wage offer," according to Trotter. "By the time the consumer price index was rising at an annual rate of almost 15 percent, and the province's major industry, forestry, had signed a two-year agreement for 15 and 13 percent."

"We were not thrilled with the arbitrator's award considering our sound arguments for a catchup increase relative to historical relationships," Trotter stressed, "but it is easy to see that management was right out to lunch with their assessment of what constituted a fair and reasonable settlement for its employees."

Local 46 Reaches New Agreement For Members at Tampa Electric

International Representative James H. Bloodworth announces that Local 46 in Tampa, Florida, has successfully completed negotiation of a new three-year agreement with Tampa Electric Company, the public utility serving the Tampa Bay area.

Members obtained improvements in the vacation plan as well as insurance coverage and a new job evaluation system. Local 46 members will now have a representative participating in the administration of the new job evaluation system, and any dispute regarding application of the system will be resolved by an impartial arbitrator, with the Company assuming all costs.

Wage increases provided for in the new agreement call for an across-the-board 9.1 percent in

the first months of the contract. An additional 9 percent effective in 1983 and 8.5 percent in 1984 will bring the top-rated jobs to \$2,398 per month.

The Local 46 negotiating committee consisted of Chairman Carl Blevins, President Charles A. Butler, Secretary Sharon Bland, Members Betty Anderson, Sharon Johnson, Donna Lanier, Patricia Potts and Don Strickland, assisted by Representative Bloodworth.

Members Hail 1981 Educational Conferences



Pictured above are the participants at OPEIU's 1981 North Central Regional Educational Conference in Chicago, Illinois.

Education to serve our members better has always been the purpose of OPEIU's Regional Educational Conferences. Those held in the Fall of 1981 were no exception. The over 70 participants at the Northeast Conference in Washington, D.C. and 100 at the North Central in Chicago came from 12 states to obtain that education. Afterward, they enthusiastically endorsed the conferences and the training they had received.

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:

Topics	Northeast, Sept. 24-26	North Central, Oct. 8-10
<i>Grievance Handling</i>	Paul Rosenstein, Labor Educator	Lamont Stallworth, Arbitrator and Professor, Loyola University
<i>Local Obligations to Union Members Under the Law</i>	Cathy Krieger, Counsel, United Brotherhood of Carpenters	John Beaty, Asst. Regional Administrator, LMSA, Department of Labor
<i>Arbitration: It Can Be Cheaper</i>	Garylee Cox, Regional Director, American Arbitration Association	Anne Draznin, Regional Director, American Arbitration Association
<i>Improving Communications with Members</i>	Susan Dunlop, AFL-CIO Information Services	Helen Elkiss, Asst. Professor, University of Illinois
<i>Busting the Union With Forced Strikes</i>	Mark Reader, OPEIU Director of Organization	Mark Reader

President Kelly Greets Participants

OPEIU International President John Kelly greeted participants at both Conferences. His remarks concentrated on the inequities meted out to the American people and the labor movement in particular by the current Administration in Washington. Pointing out that the Administration's proposals hurt those least able to withstand it—the elderly, poor, children, unemployed American workers—he urged the participants to become more politically active. He urged them to contribute to Voice of the Electorate (VOTE), OPEIU's political action fund, and to help elect pro-people, pro-labor candidates.

OPEIU International Secretary-Treasurer Bill Lowe also urged members to become more active to protect their own interests and the gains won through their union throughout the years. His entire address to the Northeast Conference appeared in the November-December 1981 issue of *White Collar*.

The host locals—Locals 28 and 391 for the North Central and Local 2 for the Northeast—did, in fact, raise VOTE contributions from the participants at the Conferences. OPEIU Local 6 from Boston and winner of 1981's Henderson B. Douglass Organizing Award contributed \$1,000 to the VOTE program. (See related story on this page.)

Senator Addresses Conference

Senator Jim Sasser from Tennessee addressed the participants of the Northeast Conference during a luncheon meeting. He was described by President Kelly as a long-term friend of American working people and the only Southern Senator to support labor law reform.

Senator Sasser also exhorted the participants to get involved in politics and to support candidates who care. He said he had opposed the Reagan Administration and now was convinced he had been right. A friend, Sasser said, told me that if I voted for Carter I could expect high interest rates, raging inflation, and unprecedented unemployment. "I voted for Carter," he said,

"and now that's exactly what we've got." The Senator departed the Conference with a standing ovation.

Participants — Northeast

Representing the International at the Northeast Conference were OPEIU President John Kelly, Secretary-Treasurer William Lowe, International Vice President and Local 2 President L. J. Sheridan, Vice President and Local 6 Business Manager James Mahoney, Vice President and Local 14 President Gerald Iushewitz, Vice President and Local 153 Secretary-Treasurer Michael Goodwin, Director of Organization Mark Reader, Director of Research Gwen Wells, and International Representatives George Alger and John Connolly.

Locals attending included 2 (Washington, D.C.); 6 (Boston); 14 (Philadelphia); 32 (Newark); 106 (Groton, CT); 153 (New York City); 180 (Massena, N.Y.); 210 (New York City); 232 (Madawaska, Maine); 247 (Holyoke, Mass.); 269 (Chicopee, Mass.); 426 (Bristol Township, Pa.); and 600 (Boston).

Participants — North Central

The International was represented at the North Central Conference by OPEIU President John Kelly, Vice President Billie Adams, Director of Organization Mark Reader, Director of Research Gwen Wells, and International Representatives Jesse Bridgewater, Judy Burnick, and Mike Walker.

In addition to the Midwest Organizing Council, Locals represented included 1 (Indianapolis); 9 (Milwaukee); 12 (Minneapolis); 28 (Chicago); 35 (Milwaukee); 37 (Des Moines, Iowa); 39 (Madison, WI); 42 (Detroit); 85 (Milwaukee); 95 (Wisconsin Rapids); 221 (Galesburg, IL); 311 (Kankakee, IL); 325 (Fort Wayne, IN); 336 (Kenosha, WI); 391 (Chicago); 393 (Flint, MI); 407 (Niagara, WI); 417 (Ypsilanti-Pontiac, MI); 423 (Whiting, IN); 444 (Galesburg); 498 (Cudahy, WI); 505 (Milwaukee); 515 (Clintonville, WI); and 557 (Milwaukee).



U.S. Senator Jim Sasser (D-TN) and OPEIU International President John Kelly.



OPEIU Director of Organizing Mark Reader (on the right) presents the Douglass Organizing Award to Local 6's Business Manager and International Vice President James Mahoney.

Boston's Local 6 Earns Organizing Award

For 1981 OPEIU awarded to Local 6 of Boston its highest award for organizing—the Henderson B. Douglass Award. Local 6, by organizing the Commonwealth of Massachusetts Court employees, brought the benefits of OPEIU representation to the largest number of employees in a single campaign during the year.

In presenting the award to Local 6 Business Manager and International Vice President James Mahoney, OPEIU's Director of Organization Mark Reader gave special credit to Mahoney, International Representative John Connolly, and International President John Kelly.

Initially, Reader said, Connolly signed up several hundred new members from the unit. Mahoney and the Local 6 members then committed the Local's resources to completing the task of organizing the 3,000-employee group.

As is the policy of the International Union, once a Local Union has begun a viable organizing campaign, the International is ready (even eager) to assist with organizers and financial assistance. President Kelly said that it was clear from the number of cards already obtained that Local 6 had great potential for success. The International, therefore, committed its resources to see that success brought about.

The task seemed monumental. The court employees were spread all over the state. But, even worse, six other unions had entered the campaign—the Steelworkers, Teamsters, AFSCME, Service Employees, American Federation of Government Employees, and National Association of Government Employees.

In spite of the competition and the fact that several of the unions irresponsibly poured thousands of dollars into the battle, the employees remained committed to OPEIU. The result is now history: we soundly defeated all comers and followed the victory by negotiating a first contract for the Court employees.

In accepting Local 6's award, Mahoney also extended thanks to the Local 6 members; the Knights of Columbus members in Connecticut, who testified to their OPEIU benefits; the Court employees' organizing committee; International Representatives Mark Reader, George Alger, Ann Oberer and Joe Scully; and New York's Local 153 organizer Pat Hoffman for assistance on the campaign.

Following presentation of the award, which carried with it a \$1,000 bonus, Mahoney returned the money to the International. He said he wished on behalf of Local 6 to contribute the \$1,000 to OPEIU's political action fund—Voice of the Electorate (VOTE). It is especially important in these days and times, said Mahoney, that the Union be able to support sensitive, pro-people candidates to public office. "I think the Union can defend our members and the public at-large in no better way," he continued.

OPEIU, its members, staff, and officers extend our congratulations to Local 6—both for the benefits that they have brought to the Court employees and for their political insight.

AFL-CIO: A Century of Achievement



New York—The AFL-CIO opened a new century for the American labor movement with a program to build on the foundations of its pioneers and surmount the challenges facing the nation's workers and their unions.

The 14th convention was the celebration of a century of achievement since the AFL-CIO's birth in November 1881 as the Federation of Organized Trades and Labor Unions.

But the convention was much more than a tribute to past victories. Its overriding theme was the determination of the 836 delegates to carry forward the spirit of solidarity with policies and programs to spur union growth, preserve workers' rights and deal with economic and political change.

"We are here in strength and vigor," AFL-CIO President Lane Kirkland told the delegates, "because those who went before us and built this great instrument of progress did indeed adapt its role and structure to the needs and demands of their times."

And, as the AFL-CIO crosses into its second century, Kirkland said, "solidarity remains the indispensable key to the future."

The convention resounded by charting a course based on 87 policy resolutions and the approval of an eight-cent increase in per capita payments to finance expanded programs and new activities.

The delegates re-elected Kirkland and Sec.-Treas. Thomas R. Donahue by acclamation and chose a 33-member Executive Council that includes five new vice presidents.

Poland's Solidarity

The Federation had planned to present the Polish labor union Solidarity with the first George Meany International Human Rights Award. Although the union's leader, Lech Walesa, was unable to attend, he sent a cable saying he hopes to come to the United States at a later date to accept the award. The convention delegates saluted Solidarity as an inspiration to workers everywhere with a prolonged standing ovation. Only weeks later, as we are all aware, Walesa was jailed, and martial law was declared in Poland.

Reaganomics

On domestic matters, a recurring theme was the devastation being wrought by the Reagan Administration's policies on the nation's programs for social progress, the living standards and job protections of workers and the subsistence of the poor.

Of President Reagan himself, Kirkland observed: "He has shown a cold heart and a hard fist, but where, indeed is the rest of him?"

Kirkland particularly denounced Reagan's harsh treatment of the striking Air Traffic Controllers in ordering their dismissal and seeking to break their small union, and a convention resolution called on the President to end his "demeaning vendetta" against PATCO.

From the political sphere, sharp and universal condemnation of the Administration's regressive economic and social policies came in addresses to the delegates by former Vice President Walter Mondale, Senators Edward M. Kennedy (D-Mass.) and Daniel P. Moynihan (D-N.Y.), House Speaker Thomas P. O'Neill, Jr., and New York Gov. Hugh Carey.

The convention's economic policy resolution spelled out alternatives to the Reagan Administration's "trickle-down" philosophy and called for its implementation on an emergency basis to halt the snowballing recession and lay a solid foundation for economic growth and full employment.



AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas Donahue after their reelections.

Organizing

To spur trade union growth, the convention reaffirmed the AFL-CIO's commitment to organizing the unorganized, employing innovative as well as proven techniques and strategies, with particular emphasis on cooperative union drives.

The central convention resolution on foreign affairs addressed problems in the major trouble spots of the

world and called on the U.S. government to key its relations with other nations to their human rights policies.

Copies of any AFL-CIO resolutions can be obtained from the OPEIU Research Department.

Per Caps Increase

The per capita tax increase approved by the convention will raise the monthly payment of affiliates, now 19 cents per member, to 27 cents. It is designed to meet nearly \$11 million in added costs associated with the new Institute for Public Affairs, reaffiliation with the International Confederation of Free Trade Unions, full funding of COPE operations from general revenue, construction of the Meany Memorial Library and Archives, and expanded organizing efforts.

Women and Minorities

Women and minorities were strongly represented among speakers at the convention as the delegates heard pledges of continuing solidarity from Eleanor Smeal, president of the National Organization for Women; Henry L. Lacayo, national chairman of the Labor Council for Latin American advancement, and Benjamin Hooks, executive director of the NAACP.

The convention witnessed the presentation of the AFL-CIO's highest honor for public service—the Murray-Green-Meany award—to entertainer Danny Thomas in recognition of his work in founding and supporting St. Jude's Children's Hospital in Memphis, Tenn.

OPEIU Resolutions

The AFL-CIO and several of its departments—Metal Trades, Professional Employees, and Maritime Trades—all passed OPEIU resolutions.

OPEIU submitted resolutions on protections for operators of video display terminals, equal pay for work of comparable value, the importance of political action and contributions, etc. Any member, officer or staffperson desiring copies of these resolutions is welcome to write the OPEIU Research Department.



Solidarity Day Revisited

The last issue of *White Collar* dealt exclusively with the historic September 19 event, known as Solidarity Day. We covered the rally itself and the issues which forced America's trade unionists to hold their first political demonstration. We also sought to point out the great difficulties OPEIU members encountered in their attempt to participate in the dramatic occasion. Because of space constraints, however, we could not give all of these dedicated members their just due. Here we present more anecdotes of the participants' travels as well as pictures of the demonstrators themselves.

Wisconsin

While over 26 Wisconsin OPEIU members traveled 16 hours by bus to participate in Solidarity Day, several others formed a car caravan which left at 7 p.m. on Thursday night and did not arrive in Washington until 5 p.m. the Friday preceding the march. Among those in the caravan were Local 9 Business Representative Gene Holt, Local 9 member Cindy Oleson, International Representatives Judy Burnick and Mike Walker, and their spouses Dennis Burnick and Jan Walker.

When asked why they would go to such degrees to join in the march, Gene Holt said: "We felt we had to stand up for the principles of the labor movement—to prove that it is not dying. We also felt it our duty to prove to the Administration that it had no mandate for its cuts in social programs. We came to Washington to prove that with our numbers, and we did it."

Illinois

Ann Ellington, a 25-year member of OPEIU Local 391 in Chicago, was unable to go to Washington for the march. She believed so strongly in the need for the demonstration, however, that she announced at 391's general membership meeting that she would pay 50 percent of the fare for another member to go. As a result, one more OPEIU unionist was added to thousands present that day.

Arkansas

Three members of OPEIU Local 150 traveled 2,000 miles round-trip to attend AFL-CIO's Solidarity Day in Washington, D.C. Making the trip on a chartered bus, carrying 42 union members, were Local President Melba Fiser and Members Amy Shelton and J. Bill Becker.

Shelton said what impressed her most was the unity of the group in Washington. President Fiser said she would gladly make the trip again if the distance were twice as far.



A few of OPEIU's Arkansas members and Solidarity marchers rest after their 1,000 mile trip to Washington, D.C.

Georgia

So deep was the commitment of six OPEIU members from Local 21 in Atlanta, Georgia, that they traveled all night by train at their own expense to participate in the national rally. Those members were President of Local 21 Ruth Stanley and members Sarah Butler, Betty Cox, Jean Davis, Susan Millen, and Ronna Nelson.



Pictured left to right, in front of the White House, are International Representative Jim Bloodworth, Local 306 member Pam Gay, International Rep. Joe Scully, and 306 Member Marilyn Oldham.

OPEIU Local Unions

Because of the numerous political issues and Solidarity Day coverage many OPEIU local gains have gone unreported. Although other events and issues made national headlines and aroused national interest, these prove that OPEIU locals in Canada and the U.S. also were working to improve the lives of their members in more immediate ways: through collective bargaining and grievance handling.

Although in some cases the events may be a couple of months old, they are still worthy of our note.

Local 277 Fights Inflation at GD

(Continued from page 1)

first year from \$7.33 to \$12.45 an hour. During the third year of the contract base pay will reach a maximum of \$13.20.

For the lowest grade technical-office employees, base pay will range from \$5.58 entry level to a maximum of \$9.35 in the first year and \$9.92 in the third.

Moss, also International Vice President, described the major gains in the contract for the white-collar employees as the cost-of-living ben-

efits, improvements in the pension and insurance plan, and the substantial wage increase ranging from 21 cents to 80 cents an hour in the first year.

Orthodontic coverage was added to dental insurance benefits in what was described as a "breakthrough."

This new agreement provides proof of the benefits of OPEIU representation and provides a happier new year for the Local 277 members at General Dynamics.

Local 378's Battle at B.C. Hydro

(Continued from page 1)

tory practices. Across-the-board wage settlements gained in subsequent negotiations, in fact, only further distorted the wage distribution.

Prior to the current agreement, differences between the maximum salary for one group and the next highest group varied from 12.68 percent for Group 1 to as much as 16.53 percent for Group 4. There were approximate differences of 8 percent for Groups 5 to 14. This meant that lower-grouped B. C. Hydro OTEU members were consistently underpaid in comparison with the higher groups.

Committed to gaining relief for these OTEU members, Local 378 made equal pay the priority

issue in 1981 bargaining with B. C. Hydro, and won.

This new agreement, Harvey says, equalizes the wage scales and, therefore, eliminates the differences in women's and men's pay. There are now equal percentage differences between individual groups and equal dollar differences between length of service steps within each group.

As a result, the 880 OTEU members in Groups 1 to 4 will receive 20 to 30 percent in wage increases during the contract life.

"It has taken three sets of negotiations to finally resolve this issue," Harvey said, "but the 1981 negotiating committee can be congratulated that all B. C. Hydro OTEU members are now guaranteed equal treatment."

Local 3 Members Gain VDT Health Protections at Blue Shield in California

The guarantee of a safe and healthy working environment for our members has always been a demand of OPEIU. This paper has repeatedly reported on the current controversy surrounding video display terminals (VDTs) and protections needed for our members from the potential hazards, in addition to reports on the recent attacks on safety and health legislation.

Many Locals have been in the vanguard of the movement for worker protections, but few have been as active or successful in seeking improvements as Local 3 of San Francisco.

It was Local 3 at Blue Shield that first demanded and received the now famous VDT study conducted by the National Institute on Occupational Safety and Health (NIOSH). And, it was Local 3 that concluded negotiations, which gave the operators many of the protections against VDT hazards.

For the information and use of our other Locals, the following are some of the provisions contained in the Blue Shield letter of understanding on CRT/VDT operations:

"During the life of this Agreement, Blue Shield will:

- Provide adjustable chairs for all employees required to use CRT/VDT machines on a regular and consistent basis.
- Provide specially designed work desks for all employees required to use CRT/VDT machines on a regular and consistent basis

for the great majority of the work day.

- Provide footrests, as required, to employees assigned to CRT/VDT machines on a regular basis for the great majority of the work day.
- Provide proper lighting conditions to accommodate the CRT/VDT areas in use.
- Provide an instructional booklet for CRT/VDT operators illustrating different functional controls on the CRT/VDT machines and advising of correct work posture."

In addition to the above provisions, the members of Local 3 had Blue Shield install glare screens and hoods on machines and drapes and blinds on windows to reduce the glare that is so harmful to operators' eyes.

All of these gains came in addition to a 25 percent wage increase over the life of the three-year agreement and an easing of production standards, which the Local had long claimed were unreasonably high. (Copies of the production standard language can be obtained from the OPEIU Research Department.)

Do Not Buy Perdue Farms

The AFL-CIO has officially sanctioned a boycott against chickens, roasters, broilers and cornish game hens sold by Perdue Farms due to the company's unfair labor practices against

its workers. The boycott, requested by United Food and Commercial Workers International Union, has been in effect since February 19, 1981.

In Canada and the U.S.

Local 15 Organizes First B.C. Clinics

Office and Technical Employees Union (OTEU) Local 15 has organized the first medical clinics in the Canadian province of British Columbia, reports International Representative William Evers. Already the Local has received certification to represent employees of Irving Medical Clinic and is only awaiting confirmation of the representation rights at Burriss Medical Clinic. Both are located in Kamloops, British Columbia.

Evers said that this organizing campaign represents the beginning of a drive by OTEU to achieve bargaining status for employees of all medical clinics.

"The Union," says Evers, "finds that women workers who have not had the benefit of union representation are continuing to work at poverty level wages at these clinics—far below the wages enjoyed by unionized women workers."

Local 2 Negotiates on VOTE Checkoff and Flexitime

VOTE checkoff was won for the first time by OPEIU Local 2 members working at the United Food and Commercial Workers Union (UFCWU), reports Local President and International Vice President L. J. Sheridan.

VOTE, or Voice of the Electorate, is the political action fund of OPEIU. Members provide voluntary contributions to the fund to enable the Union to support pro-people, pro-labor candidates for public office and to fight for legislation to benefit its members.

Sheridan said that Local 2 had previously gained COPE checkoff—that is, checkoff for the political action fund of the AFL-CIO. "However," said Sheridan, "we meet our COPE quota each year anyway. We thought it more desirable to have these additional contributions to our own fund—VOTE—in order to use them to benefit our own members directly."

The new three-year agreement also provides an additional 25 percent in wage increases of the contract life, raises meal allowance to \$7, adds three holidays, provides a new long-term disability plan after 5 days accident/illness, plus a new tuition reimbursement plan based on service.

Flexitime

The organization also agreed to meet with the Union to study feasibility of installing flexitime, much desired by many of our members. Flexitime is that system in which employees work varied schedules. For example, they work an established "core period" in the middle of the day, but decide their own starting and quitting times. Or, they have flexible starting times, which then determine their quitting times. There are many variations, but the final system will ultimately be the best suited for Local 2 and UFCWU.

Sheridan gave credit for this excellent new contract to his negotiating committee: Shop Steward Anita Guy, Sandra Hanna, Ruth Harris, Cora Rungfarsangaroon, and Marguerite Tate.

Vacations & 40% Wage Hike Focus of 263 Pact

OPEIU Local 263 President Hugh Sutherland announced significant gains in a new contract with Domtar Fine Papers in St. Catharines, Ontario. Over the life of the three-year agreement the 263 OPEIU members will receive more than 40 percent in wage increases.

An especially progressive vacation schedule outlined in the new agreement appears as follows:

- 3 weeks with pay after 4 years service,
- 4 weeks with pay after 9 years service,
- 5 weeks with pay after 20 years service, and
- 7 weeks with pay after 30 years service.

Additional improvements, Sutherland reports, were made in pension, shift differentials, group security

plans, classification adjustments, and contract language.

Sutherland reports that International Vice President Gilles Beauregard conducted the negotiations, assisted by the negotiations committee. In addition to Sutherland that committee consisted of Sue Anderson, Gloria O'Hara, and Marlene Watson.

Keith Doherty Retires as Local 263's VP

Keith Doherty, past president of OPEIU Local 263 in St. Catharines, Ontario has taken early retirement after 35 years of service with Domtar Fine Papers, reports current President Hugh Sutherland.

Doherty served as Local 263 President for ten years, as well as holding the offices of Vice President, Secretary-Treasurer, Secretary and Trustee during his long years with the Union. Shown here, Doherty accepts a gift from his fellow workers and congratulations from Sutherland.

His friends at Domtar and throughout OPEIU wish him and his wife, Ruby, good health and happiness during their retirement.



Police Officers Gain First Local 11 Contract

Police for the City of Richland, Washington have won their first contract through the representation of OPEIU Local 11, reports Local 11 Secretary-Treasurer and International Vice President Gary Kirkland.

The two-year agreement provides an 8 percent wage hike in the first year and a cost-of-living adjustment the second for the officers, detectives, corporals, sergeants and lieutenants.

Clothing and equipment pay was raised to \$390 per year, while Local 11 also gained an additional \$13.85 per pay period in motorcycle pay.

One of the most hazardous of police jobs—the bomb squad—realized additional monthly increases under this first contract.

These and other union benefits were the results of the efforts of the negotiating committee: Local 11 Business Representative Wayne Shelton and Stewards George Barrett, Larry Beden, and Mark Panther.

Local 422 Members Ratify Mead Contract

The 100 employees and Local 422 members at the Mead Corporation have overwhelmingly ratified their new one-year contract, reports Local President Max Woods.

In that contract the paper company's office and plant clericals will receive a 9 percent across-the-board wage increase. Additionally, the new agreement establishes a dental plan for the first time for employees and their families.

Accident and sickness insurance contributions by the employer increased \$10 per week. Life insurance coverage increased from \$40,000 to \$50,000.

Local 422 members also realized an improved pension plan, funeral leave, and call-in pay. Guaranteed payment for call-ins was raised from four to six hours.

The Mead Corporation is located in Chillicothe, Ohio.

OPEIU BRIEFS

Local 13 in Hazelwood, Missouri has won the right to represent the computer operators at Orange Data, Inc. by a vast majority, reports Local 13 President Pat Douglas. The recalcitrant employer, however, has forced the Local to bring unfair labor practice charges against it in Court. We should be able to also report a victory in these proceedings very shortly.

OPEIU Local 277 member Sharon Boyle (also CLUW Vice President for Publicity and Membership) and **Local 60** member Doris Costa recently represented the Union at the New Orleans Chapter of the Coalition of Labor Union Women's Second Annual Career Conference. The conference, sponsored by the American Council for Career Women was described by Boyle as an opportunity to "provide participants with the means to discover new avenues of skills and training to enhance their earning potential."

International Representative Judy Bur-nick recently led a workshop entitled "Problems of Pace in a Technological Environment." The workshop, part of a Conference on "Women to Women," dealt with video display terminals and stress—a problem well familiar to many of our members.

International Vice President Kathleen Kinnick, who is also director of Women's Activities of the California AFL-CIO, recently moderated a panel on Child Care as an Employee Benefit. The panel, part of a three-day conference on Women in the Work Force in San Francisco, emphasized the need to negotiate child care benefits through the collective bargaining process.

Joni Andrioff, **Midwest Organizing Council** representative, coordinated a four-week office workers' seminar. Courses included "59¢ vs. \$1.00—Why Women Earn Less" taught by Attorney Cheryl Weston; "Stress in the Office" by University of Wisconsin Instructor Nancy Duetsch; "Laws Every Woman Should Know" by the School for Workers Instructor Sharon Simon, and "Organizing for Change in Your Office" taught by Andrioff. Andrioff reports a highly successful seminar series, which attracted OPEIU and other unions' members, plus many unorganized office workers.

Local 15 Members Score Union Shop and Wages

Members of OTEU Local 15 at one paper company can celebrate the coming year with a substantial increase in wages and protection of their bargaining rights through the union shop.

The office workers at MacMillan, Bloedel, Alberni Pulp and Paper Division in Vancouver, British Columbia have obtained more than 28 percent over the life of the new two-year agreement.

Specifically, Local 15 Business Representative Herbert Mitchell reports a 15 percent increase in the first year followed by 13 percent the second. This, he says, is in addition to the cost-of-living adjustments and a catchup differential, which will enable the office employees to meet the mill workers' and trademen's base rates.

As a result of the increases office workers' monthly rates at Alberni will range from \$1,592 to \$3,008.

Finally, the members gained a new union security clause which requires all new employees to join the Union as a condition of employment. Such a clause will insure that all employees take an active part in the governance of their Union.

Mitchell said, "The Union considers this settlement to be a major breakthrough in obtaining the union security clause and raising the base rate to \$1,592 per month for the clerical staff, among other items."



from the desk of
**PRESIDENT
JOHN KELLY**

Supreme Court Win

OPEIU Defends Employees

OPEIU has won a significant victory for our members, the members of many other labor unions, and countless unorganized employees seeking to join labor organizations. In our recent Supreme Court case (*Malleable Iron Range*) and a companion case (*Hendricks County*), we have finally beaten back a corporate attempt to exclude "confidential" employees from organizing and to literally destroy thousands of long-time bargaining relationships. Almost single-handedly we scored this victory for all of America's white collar workers.

Supreme Court Case

Specifically, management sought to exclude all employees with access to confidential information, that is, information not available to the general public. But, every white collar employee, and thousands of blue collar, has access to some information unavailable to the public.

A more reasonable definition for "confidential"—and a reason for exclusion from bargaining units—is that used by the National Labor Relations Board for over 40 years. The NLRB in defining "confidentiality" has applied "the labor nexus test"; that is, the Board has sought to determine whether such employees have access to confidential labor relations materials only. The Board, therefore, would only exclude employees with access to information used by management in bargaining or grievance handling.

To extend this to other employees who had knowledge of any confidential information would have been devastating. It would have excluded millions of America's workers from joining unions. Millions more with bargaining units established more than 30 years ago would have found themselves without union protection and the right to bargain.

The Board and the Courts would have been inundated with requests from management to redefine units in light of the decision, while employees waited without protection to hold elections or negotiations.

Thankfully OPEIU was able to convince the Supreme Court against such a course—one thoroughly unjust to American working people.

How the Case Arose

OPEIU was victorious in an election for the office employees at Malleable Iron Range. The employer, however, refused to bargain and instead appealed to the Regional National Labor Relations Board for a redefinition of the bargaining unit. The company argued that the unit was inappropriate, since it included "confidential" employees. We, on the other hand, argued that according to the Board's long-standing definition of confidentiality the unit was appropriate. The Board supported OPEIU.

The Company then appealed to the Washington Board. Again, the Board supported OPEIU.

Finally, the Company was successful when it appealed to the Federal Courts and received a favorable ruling—one defining confidentiality as access to any information not available to the general public.

This time the Board itself appealed the ruling to the Supreme Court, and OPEIU filed a friend-of-the-court brief. Only one other union filed a brief in support of our position. Although their brief was late, it was accepted by the Court.

The rest is now history. Thanks to the efforts of OPEIU, millions of workers still retain the right to organize and to democratically determine their wages and working conditions.

Members Contribute to Political Action Fund

OPEIU members continue to contribute to the Union's political action fund—Voice of the Electorate (VOTE)—in record numbers. Members, unconvinced in the past by the Union's urge to become politically motivated and need for contributions, have now been convinced by the current Administration and its reactionary policies.

In addition to a nearly \$700 contribution by members at the Tennessee Valley Authority and \$1,000 from Boston's Local 6 (see story on page 3), many individuals have contributed \$100 to the "President's 100 Club" as well. The following is only a partial list of the new contributors.

Among International staff and officers—new contributors of \$100 each—are Vice Presidents James Mahoney and Gwen Newton and Representative Jonathan Heller.

Among new \$100 contributors to the Club who are full-time employees of local unions were

John H. Heffernan, Jack W. Horner, Mallory D. Jarboe, Ralph Limmer, and Kirk D. Stanford.

New 100 Club members from Local 277 in Texas included Ken Bertin, Charles P. Ford, Ray Griffin, Richard Hancock, Sherman McKenzie, and Robert Winn.

Other new \$100 contributors and members of OPEIU Locals are Nancy L. Burrows, Doris Clark, Carolyn Combs, Patricia Morgan, Marilyn Kay Oldham, Dorothy I. Watkins, and Michael F. Kelly.

Kelly Serves on March of Dimes Council

International President John Kelly has been named a member of the new National Labor Advisory Council to the March of Dimes-Birth Defects Foundation. President Massey of the March of Dimes said, "The American labor movement and the March of Dimes Foundation have had a long history of mutual support, cooperation and assistance; and the involvement of the new council will add to a new campaign and planning program being developed to eliminate birth defects."

Including Kelly, the Council will be composed of a number of prominent national labor leaders and officers, who together represent over 10 million working Americans.

Their function will be to help encourage, promote, carry out

and assist, with their expertise and advice, the projects of the March of Dimes. "The assistance of this council," Massey said, "will contribute effectively to carrying to America's union members the message that birth defects can be prevented."



OPEIU President John Kelly with 1982 March of Dimes Poster Child Richard Wagner and George Dillon, Chairman of the March of Dimes Foundation Board.

OPEIU Mourns Manning

OPEIU, its officers, staff and members greatly mourn the loss of our dear friend and brother Justin "Bud" Manning, said International President John Kelly. "Bud is irreplaceable," Kelly said. "I have never met a more dedicated, hard-working and compassionate trade unionist."

Manning served with OPEIU as International Representative for the Northeast from 1954 until his retirement in 1977. However, he continued to aid the Union wherever he could even after his retirement.

His dedication to OPEIU and the labor movement was exemplified in his last days. Up to a few weeks before his death on November 11, Manning continued to compile an oral history of his days with the Union—a history OPEIU hopes to publish.

Manning, in fact, spent nearly 40 years working for American labor. Prior to joining OPEIU he worked for nine years as business manager of IBEW Local 1370 and two years as an organizer for the Connecticut Federation of Labor.

Manning was born in New York City, July 9, 1914, son of the late Justin and Estelle Heery Manning. Besides his



Justin "Bud" Manning

wife, Dorothy Carroll Manning, he leaves two sons, William C. Manning of San Rafael, Calif., and Wayne P. Manning of San Diego, Calif.; a daughter, Michele Ann Manning of West Haven, Conn.; and a brother, Wayne Manning of Miami Beach, Fla.

The family asks that any memorial contributions be made to Connecticut Hospice, Inc., 61 Burban Drive, Branford, Conn. 06405.

U.S. Price Index

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

1980	
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
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

Canadian Price Index

Statistics Canada
New Base 1971 = 100

1980	
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
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

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