Local 251 in R-T-W State Wins Agency Shop

Agency shop topped the list of achieved gains for members of Local 251 working at Sandia National Laboratories, reported Local President Johnny Ayala. In spite of the fact that Sandia's research and development laboratories are located in New Mexico—a right-to-work state—the members were able to gain this clause and thereby protect their bargaining unit and union.

Ayala on Agency Shop

"Agency shop, as you likely know," said Ayala, "is a provision requiring all bargaining unit members to pay an agency fee to cover the union's expenses for servicing the unit. It does not require that the employees join the union.

"The need for such a clause is clear. The union is required to bargain and provide service for all employees, not just members. That's the law. Costs of negotiations, grievance handling, arbitrations, overhead (secretary, office space, mailings, etc.) and legal services can be monumental.

"It is unfair to require that only union members bear the burden. All employees have an obligation to share the costs of representation which benefit all. Without the assistance of all employees the union and the bargaining unit would be destroyed by the inability to cover needed representation expenses."

Right-to-Work

Ayala continued: "In right-to-work states unions are prohibited from negotiating 'union shop,' which requires that all employees join the union. At best, we can negotiate agency shop. "Although at Sandia the employees can still choose only to pay agency fees and not to join the union, it is in their best interests to join.

"Unless you are a member you cannot vote on a contract ratification, new officers, fee increases, etc. You, therefore, have no input into the governance of the union or your own labor agreement.

"I must add, however, that we considered the vote on this agreement, which included agency shop, so important that we wanted all employees—union or non-union, to vote.

"Out of the 850 employees in the unit, 710 showed up to vote. We were very pleased with the results. We passed the contract (and agency shop) with a more than 2-to-1 margin. There were 484 votes cast for agency shop and 226 against.

"We are exceptionally pleased that an overwhelming majority of the employees approve of agency shop and the job we are doing for them."

Agency Shop Pays for Itself

And, the job Local 251 is doing is great. The remainder of the current Sandia contract provides a host of additional benefits for the employees.

The members, Ayala reported, will receive a 10.5 percent wage increase in the contract's first year. The second and third years will include prenegotiated increases, plus cost-of-living adjustments. Shift premiums will also increase: to 30¢ per hour for second shift, 50¢ per hour for third.

Members will also realize additional leave and holidays. For the first time, they will be able to enjoy "Energy Conservation Day"—the Friday following Thanksgiving—as a holiday with full pay.

Members with 5 years or more of service will be advanced 24 days of fully paid vacation leave. Previously they had to accrue two days per month of employment before they could take vacation. And should an employee become ill during a scheduled

(Continued on page 3)

Canadian Insurance Workers Win
$1/4 M Backpay and 29% Wages

Canadian Insurance Workers—\$1/4 M Backpay and 29% Wages

In a struggle between the employees (OPEIU Local 225 members) and Union du Canada Assurance, an Ottawa-based insurance company, the union members have won their first victory—$250,000 ($44 million) in backpay for their first labour contract. The backpay award, granted in a recent Ontario Labour Relations Board decision, resulted from the employer's refusal to bargain in good faith and a history of attempting to exploit the workers and break the union, reports Canadian Director Roméo Corbeil.

A History of Exploitation

Union Du Canada Assurance (Union of Canadian Life Insurance) is described as the oldest French-established life insurance company in Ontario. Although its main office is in Ottawa, approximately 90 percent of its policies are held in Quebec.

Prior to bargaining, Corbeil said, one-third of the clerical members—mostly women—had 8 to 10 years (Continued on page 6)

20% Wages, Maternity Leave Top Gains in Canadian Bank Contract

The more than 1,100 members of OPEIU Local 434 working at Montreal City and District Bank have settled a new two-year contract. The agreement will gain them 20 percent in additional wages over the period, reports Canadian Director Roméo Corbeil. The initial 10 percent increase, said Corbeil, will be retroactive to January 1, 1982.

Wage improvements were a necessity in order to maintain living standards of members in the face of the high Canadian inflation rate. But, protection for women workers was a high priority as well. As a result, Local 434 fought to obtain additional maternity coverage.

Members were successful in gaining an extension of the paid maternity leaves from 8 to 10 weeks, beginning in 1983. Under the maternity leave provision, (Continued on page 6)
Local 30 Solidarity Brings Remarkable New Agreement

The negotiating committees at Hunt-Wesson Foods and United Can Co. are senting (1-to-4): Local 30 members Rosemary C. Pellegrino and Florence Berg, Local Business Manager Gwen Newton, Company Manager of Labor Relations C. Richard McCull, Stundming (1-to-4) are Member Richard C. McFadden, Local Business Representatives Chuck Florey and Bill Reay, Personnel Relations Manager Joe Willis, and Plant Personnel Manager Fred Ferlicic.

Of the 463 employees covered by the Local 30 (Los Angeles) bargaining agreement at Hunt-Wesson Foods and United Can Co., 423 attended their ratification meeting. All but two voted approval of the new contract, reports Local 30 Business Manager and International Vice President Gwen Newton.

The union negotiating committee, she said, arrived only minutes before the meeting, having come directly from a mediation session with company representatives and the federal commission, where the final agreement was hammered out.

Wagers—among others—were a key element in the settlement, which provides:
1. A general across-the-board union raise of 21 percent over the life of the three-year contract;
2. Roll-in of all present cost-of-living monies and the continuation of cost of living in the second and third years of the new agreement;
3. An increase in the maximum rates from one to seven percent for the upper labor grades, giving additional economic recognition to senior employees in the higher skill level jobs.
4. All of the cost-of-living monies available are accrued, Newton said, the top rates in the contract will reach more than $25,000 per year within 30 months.

51 Million Health Benefit

Another and very important factor in the settlement was the ability of Local 30 to provide, through its own trust fund, a clearly improved health and welfare program. This would replace the Metropolitan Insurance Plan previously purchased through the company.

The new plan increases the 80/20 major medical benefit from $100,000 to $1,000,000 and pays 100 percent of covered expenses beyond $10,000.

Additionally it provides improvements in many basic benefits. For example, the $2,000 hospital room and board previously provided is replaced by 100 percent of a semi-private room for one year. The Local 30 plan will also provide Hunt-Wesson and United Can employees with prescription drug benefits for the first time.

To give members added rest/leisure time, Newton said, holidays are scheduled over the coming three years so that all but one will result in three, four or five-day weekends.

The success of the negotiations in the difficult economic environment confronting us today was due largely to an extremely active negotiating committee and strong support demonstrated for them by the membership. The members willingly attended various meetings and gave overwhelming support for a strike vote when it became necessary," she said.


Local 251 Wins Agency Shop

(Continued from page 1) vacation, he/she will be available to that vacation time.

Effective January 1, 1983, the company must furnish for the first time, a fully paid vision care program for all Sandia employees.

Finally, a union Benefits Information Committee was established under the agreement. That committee will exchange information and make suggestions to the company on the various benefit programs.

Thanks to Local 251

With a contract like this, there can be no question about the benefits of union representation. Without their union—OPEIU Local 251—employees could never have made those extraordinary gains.

It was through Local 251, backed by the Sandia employees, and a superb negotiating committee, that this excellent contract was achieved.

The Sandia negotiating committee included President Ayala, Local Secretary-Treasurer John Lord, and Chief Stewards John Martinez, Albert Miern, and Richard Rael.

Congratulations Local 251!
Solidarity Day II

Turn It Around Nov. 2 Vote

The recession persists. A lot of our members are hurting. Unemployment ravages millions of workers and their families. Interest rates remain sky-high. Business bankruptcies mount. Farmers are forced off their land. Needy Americans suffer deep cuts—in hundreds of thousands of cases total loss—in nutrition and health assistance. Mortgage foreclosures against homeowners soar to record levels.

The daily headlines tell a frightening story of the Administration's Recession and the economic havoc it creates:

- 2.6 million Americans out of work now who were working and earning at productive jobs last year.
- Entire industries suffering depression-level joblessness; no industry unscathed by its spreading epidemic.
- Projections that before this year ends more than one-fourth of the American workforce—nearly 30 million workers—will suffer some unemployment, and nearly half of all workers—60 million of them—will feel the direct impact of the Administration's Recession through job loss or cuts in hours and earnings.
- Loss of unemployment compensation benefits for more than 2.5 million jobless Americans.
- The prospect of three million more jobless workers losing, or facing reduced, unemployment comp in the year ahead.

Right now—as you read this—more individuals are out of work than during the worst days of the Great Depression.

If all the unemployed were allowed to form a line, the line would be 4,500 miles long. It would stretch from the White House in Washington, D.C. all the way to the President's ranch in California and back across country to the Mississippi River.

Put it another way: The Administration's Recession began July 1981. From then through June 1982—a full year—unemployment hushed from 7.8 million to 10.4 million, a jump in joblessness of 2.6 million.

Averaged out, that means during the first 12 months of the Recession, 297 American workers were thrown out of their jobs every single hour...every single day...around the clock.

In a reeling economy, no worker's job is safe, no worker's family secure. Every worker must wonder: "Will the job I leave today be there tomorrow?"

From the alarming growth of unemployment, to the continued high interest rates, to the take-aways from workers and the give-aways to corporations and the wealthy—the Administration has been a disaster for the economy and for millions of average Americans.

Even its one success is tarnished—the reduction in the rate of inflation. Inflation has always come down at times of deep recession and because of deep recessions. At that, most economists predict the rate of inflation will climb again—deeply and soon.

The responsibility for the mess our economy is not the Administration's alone. What it proposed, Congress passed into law.

Every step along the way, the Congress was a willing accomplice, approving all the Administration proposals that have mired the nation in its deepest economic slump in 40 years.

At the request of the Administration, a Republican-dominated Congress cut back unemployment benefits; slashed job-creating and job-training programs; wiped out many job safety and health protections; decimated housing, education, health and nutrition programs.

Wailing in the wings are huge cuts in Social Security benefits—some $40 billion just for one debate on which was postponed until after the election when those supporting such slashes won't have to defend them before the voters.

The fact is, without the collaboration of Congress, the Administration's Recession program cannot pass, and the Administration's Recession program could not have passed.

We've got to prevent Social Security cuts. We've got to restore jobs to the jobless. We've got to end this crippling recession.

In short, we've got to turn it around...on election day, November 2.

Local 2 Bank Members Gain Flextime Study, Vote Checkoff and 22% Wages

The negotiating committees at the National Bank of Washington are seated (1-to-r): Bank VP Katherine Leitn, Bank Exec VP J. Kenneth Tescher, Local 2 President J. S. Sheridan, Local Chief Shop Steward Carmen Lown, Standing (1-to-r) are: Assistant Cashier Ronald D. Ayo, Bank VP William W. Pencier, Jr.; Bank Exec Secy Jeanne Carter; Bank Asst VP Brian P. McDonald, Local 2 Members Helen Desper, Elinor Tyson, Lillian Tadesse, and Fred Plummer; Bank Director of Human Resources and VP William D. Wootten; and Local Assistant Chief Shop Steward Linda B. Smith.

"An outstanding new agreement" for the nearly 600 Local 2 members at the National Bank of Washington was reported by Local 2 President and International Vice President L. J. Sheridan. Hours, wages and political action fund contributions were among the priority issues in the negotiations.

Flextime

Flextime, said Sheridan, is a system by which employees choose their hours of work. Normally a core period (e.g., from 10 a.m. to 2 p.m.) is required working time, while employees choose start and quit times, although there are other systems as well.

Such a system, he added, allows employees the flexibility of scheduling doctor and dentist appointments, taking children to and from school, etc., while never losing time from work.
SW/SE Locals Meet at EXPO ’82

“Energy and its effective use” could easily have been the theme for the 1982 Southwest/Southeast Regional Educational Conference, as it was for the 1982 World’s Fair in Knoxville, Tennessee. At that conference, held May 20-22 and hosted by Knoxville’s Local 268, the approximately 125 participants general their own energy and enthusiasm for the educational program, the members they represent, and trade unionism. They came from 11 states to learn how to more effectively represent their members, and they left with renewed energy for continuing the struggle.

Educational Program

Once again OPEIU provided instruction on nuts-and-bolts trade union issues for which regional officers and staff had expressed interest. Once again, as promised by OPEIU International President John Kelly, the Union used professional instructors, who not only were experts on their subjects but also fine-rail teachers.

Because of the current labor-relations climate with its accompanying attempts at union-busting and give-back demands, collective bargaining was high on the list of requested courses. A full-day course on negotiation techniques was, therefore, taught by Douglas Davis, professor and director at the University. Professor Davis provided invaluable tools for the participants in this workshop. He was also, as all agreed, one of the best instructors ever used by OPEIU.

Professor Davis also led the discussions on more effective communications. He focused on the psychology of communications and how to translate their use into communications with stewards, members, other unionists, and the public.

In light of the current assault from Washington on working people, their elected candidates, and progressive social legislation, political action was both a timely and essential subject. The course, which focused on grassroots political organizing and education, was taught by AFL-CIO COPE Director Dan Powell.

Powell instructed the participants on how to mobilize the rank-and-file member to become more politically active, the need for participation in political campaigns, the need for raising political action funds and negotiating VOTE checks, voter registration drives, and the like.

OPEIU Director of Organization Mark Reuter 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 come committed to organizing new members. He encouraged them to begin organizing drives with which the International could assist with additional resources.

Welcoming Speakers

The participants were welcomed to Knoxville and the World’s Fair by Dennis Barton, President of the host Local 268. Barton thanked his officers and members for the long hours they had contributed to hotel arrangements, mailings, literature preparation, participant registration, etc.—all of which helped assure a successful conference. He especially asked for a round of applause for Pat Ogle who had overseen all arrangements.

President John Kelly

Following a rousing opening, International President John Kelly addressed his remarks to the current political and economic conditions in the United States. “I was told,” he said, “that if we voted for Carter and the Democrats, we would be faced with increased inflation, soaring interest rates, a growing federal deficit, and enlarged unemployment rates. Well, we did vote for Carter and the Democratic Party, and sure enough we have increased inflation, outrageous interest rates, a greater deficit, and the worst unemployment since the Great Depression.”

“Thanks to the current Administration, in fact, we have a serious recession in the country. In parts of the country the American people are facing depression conditions," he continued. This, he said, was not what people were promised by the current Administration.

What they were promised specifically was economic recovery and “getting the Government off their backs.” Government programs have been relaxed or even dismantled but not to the benefit of working people.

The Government, for example, has enacted new tax programs that aid only corporate America. Companies like Occidental, with $700 million in profits, paid no federal income taxes for four years. General Electric, with earnings of $2.66 billion, paid no taxes in 1981 and was entitled to a refund of taxes paid in prior years of $90 to $100 million. Instead of aiding the middle class and poor, the Administration has proposed:

- cuts in the school meal and milk program;
- cuts in Social Security and Medicare;
- cuts in health care and Medicaid;
- cuts in unemployment assistance when 10 percent of the population is unemployed; and much, much more.

“It’s time,” Kelly said, “that we rised up, that we realize that we have to organize politically, vote for progressive candidates, contribute to political action funds like Voice of the Electorate. We have to support candidates in the Congress who will fight to preserve the living standards of working Americans, who will fight to lower the deficits through an equitable tax bill which does not just comfort the comfortable, who will put America back to work. We have to vote in November and in every election for those who care for us and our families, not just corporate America.”

Secretary-Treasurer Bill Lowe

OPEIU Secretary-Treasurer Bill Lowe emphasized again the need for political action. He told of the millions of dollars collected by the ultra-right—a wing of everything we support. He cited groups like the Right-To-Work Committee, who with their swelling coffers, are able to effectively elect the candidates who are committed to the eradication of trade unions.

“The only way we can fight these types of campaigns,” Lowe said, “is using the same techniques. If we are to elect candidates who support programs that aid working Americans, we have to be willing to assist with money and with votes. We, therefore, have to educate our members to contribute to VOTE and to show up at the polls. We may never be able to ‘out-dollar’ them, but we can certainly with our numbers ‘out-vote’ them.”

Following his speech, OPEIU raised several hundred dollars for VOTE through a raffle, which is traditional at the regional conferences. Vice President Charles Harris then presented Secretary-Treasurer William Lowe with several thousand dollars contributed to VOTE by regional locals. Harris said it was the first time they had been politically active. “This Administration,” he said, “made us realize the necessity of getting involved.”

Participants

The 1982 Conference was clearly one of the best attended conferences within the region and the nation. Each year attendance has risen as the quality of education and instruction has increased, and as the Locals have realized the importance of better educating themselves to service their members. Sending delegates to increase their skills and knowledge were the following: OPEIU Locals 31 (Atlanta, (Continued on page 5)
EB Urges Education and Local Mergers

At the June 1982 OPEIU Executive Board meeting, the International Vice Presidents reported the various problems they observed in their regions. Major problems encountered by Local Unions, they said, were the appearance of union busters in companies where OPEIU had long and stable histories of collective bargaining. Forced arbitration of more and more grievance cases by companies, hard and unyielding company bargaining, and frequent use of contract and, therefore, exorbitant legal expenses.

The Executive Board spent a great deal of time analyzing the situation and proposed solutions. Two solutions—education of local officers and staff, and the need for local union mergers—were determined to be the most effective.

The Board, therefore, passed two resolutions which appear below. All Local Unions are urged, in their own interests, to implement these proposed policies.

Staff Training

WHEREAS, it is the purpose of the Office and Professional Employees International Union, AFL-CIO, CLC, to provide all of its members representation of the highest quality;

WHEREAS, this representation includes contract negotiations, grievance handling and arbitration, support through political action, educational activities, and organizing;

WHEREAS, each of these areas is constantly expanding and changing. This, therefore, requires all OPEIU representatives and officers to be continually re-educated in order to be up-to-date on the law and arbitration awards, new bargaining issues and techniques, educational techniques, political issues, and organizing strategies; and

WHEREAS, OPEIU through its annual full-time staff and regional educational programs provides first-rate education on all of these and more, using professional educators who are experts in their subjects.

Therefore, be it

RESOLVED, that all OPEIU locals for the benefit of their members are urged to send officers and/or staff to the OPEIU Full-Time Staff Training and Regional Educational Conferences.

Merger of Locals

WHEREAS, OPEIU has the obligation to provide all of its members with the most efficient and economic representation it can; and

WHEREAS, mergers enable locals to combine resources, finances, staff, office space and equipment; and

WHEREAS, this can enable locals to be more effective in grievance and arbitration handling, and more efficient in negotiations; and

WHEREAS, such mergers will permit locals, through merger of resources, to hire full-time representatives; and

WHEREAS, the membership of large locals has the advantage of greater economic power; and

WHEREAS, such locals can be a more effective political voice in the community.

Therefore, be it

RESOLVED, that OPEIU locals be urged to investigate the possibility of merger with OPEIU locals in their geographic vicinity. And, be it further

RESOLVED, that the International office and its staff work with such locals toward the goal of the betterment of our membership.

CLC Condemns Wage Control Moves

The 14th convention of the Canadian Labour Congress expressed strong opposition to government-imposed wage controls and union "give-backs" in collective bargaining.

In a toughly worded statement adopted nearly unanimously by the 2,500 delegates, the CLC warned that "in one fell swoop, workers and their trade unions will be hauled back into the 30's if they agree to wage and benefit concessions."

Responding to various proposals for wage controls by federal and provincial governments, the delegates warned in another resolution that "the trade union movement will not accept that workers be made the scapegoats for disastrous government economic policies that are the real cause of inflation and high unemployment."

The resolution mandated the CLC "to mobilize maximum opposition" to controls "up and including, after consultation with affiliated unions and provincial federations, a general strike."

OPEIU International President John Kelly, supporting the CLC position, later said: "Legislation in the U.S. is influenced by that in Canada, and vice versa. We do not want to see this type of policy flowing either way across the border. We, therefore, must strongly oppose it here and now—in Canada."

CLC President Dennis McDermott, who was re-elected by acclamation to another two-year term, charged in his keynote address that wage and benefit concessions are "systematic blackmail of workers."

He warned legislators and right-wing economists that the Canadian labor movement is "going to fight back."

"If we thought for one moment that making concessions would help to rejuvenate this economy, we would be prepared to recommend it," McDermott said. "If we thought that further sacrifice on our part would materially assist in our economic salvation, we wouldn't hesitate to advocate it."

Canadians Again on the March

Pictured above are delegates of OPEIU Locals 57 and 434 in Montreal, who participated in the Saturday, April 3, labour movement demonstration against the present crisis of high unemployment, high interest rates and bad government policies in fighting inflation. Some 30,000 workers and trade unionists participated in the Montreal march, while similar demonstrations were held throughout Canada.
Saskatchewan: 397 Members Win 6-Week Vacation, Unlimited Sick Leave, and Maternity Improvements

"Our members at Saskatchewan Government Insurance (SGI) realized how remarkable this new contract was and ratified it by more than 5-to-1," said Local 397 President and International Vice President Bill Wittal. "Job provisions and, as of course, wages were priority issues. I think we made incredible strides in a number of these areas," he continued.

In terms of wages the members will realize a minimum of 23 percent over the two-year contract life, plus full cost-of-living protection. For the first time, the contract and all its benefits have been extended to part-time employees.

Pregnancy Protection

For many years pregnant workers had no protections from incurring large medical debts or from job loss, unless they had a union contract. Because of the change in federal legislation, most of these workers now have some protection, but union members still outpace their non-union counterparts in insurance coverage of pregnancy/infant protection. The Local 397 members at SGI are no exception.

They have over the years obtained better and better maternity benefits, and they have made even more gains in the agreements which will raise maternity leave from 18 to 26 weeks. Additionally, pregnant workers will now be guaranteed a return to their previous positions, rather than just similar positions.

The bank has won a 35-hour workweek. Prior to this contract the members had worked 37½ hours. The agreement includes the following:

- double-time for overtime work;
- standby pay of two hours per day;
- increased clothing and cool allowances, including a new boot allowance of $60 annually; and
- shift differential increases.

The contract will also give employees participation in the Saskatchewan Dental Plan, at the employer's expense. This new plan will give members 100 percent coverage for preventive dental services, 75 percent for basic service and 50 percent for major surgery.

Negotiating for the SGI members were Bill Wittal; Local Representatives David McKi and Harry Vanil; Local 397 President Merle Eyck; and Members Cheryl Barber, Al Dybvig, John Schmidt and Alternate Larry Sneller.

Congratulations to them and to all the members at SGI on an outstanding new agreement.

225's Insurance Agreement

(Continued from page 1)

The members in these first-contract negotiations, kept their demands at a minimum, and were able to gain benefits, including increased wages and maintenance of flexible working hours.

Several attempts were made to negotiate, Corbeil said, but without success. He continued: "Our employer maintained a hard, unyielding position throughout, was unwilling to receive union counterproposals, refused to make his own counterproposals, or withdraw offers from the bargaining table. After attempting to use negotiation, conciliation and mediation, we had no other choice than to unanimously vote to strike."

During the strike the employer hired scabs "in order to break our morale and the Union, but has not succeeded, Corbeil said.

Stansfield then called a boycott of the company, which was supported by the Quebec and Ontario Federalations of Labour, the Canadian Federation of Labour, numerous church groups, trade unions, and others.

Victory

At the same time Local 225 filed charges with the Ontario Labour Relations Board. Finding that the employer had refused to negotiate in good faith, the Board ordered the company back to the bargaining table.

Furthermore, the Board directed the company "to pay all bargaining unit employees all monetary losses . . . arising from the loss of opportunity to negotiate a collective agreement." Those losses amounted to nearly $525,000 in wages.

The Board additionally directed the company to reinstate all employees, "whether or not a strike replacement employee must be transferred, laid-off or terminated."

Finally, the company was instructed to pay all "extraordinary organizing and strike expenses" incurred by the Union. This totaled $5,000. With a new board of directors, whose prime objective was to reduce staff by 50 percent, the employees appealed to OPEIU Local 225 for representation. On March 11, 1981, the new bargaining unit was certified and negotiations began.

Union Busting Attempt

The bank provided the difference between unemployment benefits and full salary for the entire leave period.

In addition to the increase in wages, a 10 percent increase in shift premiums, periodic wage revisions, promotion increases and meals were also realized in this new agreement.

35-Hour Workweek

While a number of unions have pressed unsuccessfully for reduced workweeks, Local 434 members at

The Canadian Bank Contract

(Continued from page 1)

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35-Hour Workweek

While a number of unions have pressed unsuccessfully for reduced workweeks, Local 434 members at
Health and Work Environment Survey

OPEIU is currently engaged in assessing the indoor work environment and its health effects. This survey is being carried out in conjunction with TDS Ltd., one of the largest indoor environment consulting firms in North America. We are asking all OPEIU members to please fill out the questionnaire printed below. It will take no more than 10 minutes to answer. We realize that information supplied in this questionnaire may touch on sensitive issues and anonymity is guaranteed. We do not require that you write your name on the form or on your envelope. You may skip items you would rather not answer. If you are concerned with the health, safety, and comfort of your working conditions, please complete this questionnaire and urge your co-workers to do the same.

OPEIU Local ___________________________ Date ___________________________

Present Work Address: 
Name of Company ___________________________
Number and Street ___________________________
City and State ZIP ___________________________

On what floor do you work: Age ___________________________ Sex ___________________________

Highest Education ___________________________ Marital Status ___________________________
Level Achieved ___________________________ Status ___________________________
Job ___________________________ Length of Time ___________________________ Status ___________________________
Title ___________________________ Hours Usually Worked Each Day ___________________________
Circle Days ___________________________
Usually Worked: Su Mo Tu We Th Fr Sa ___________________________

Please answer the following questions by placing an X beside each answer that applies to you.

1. Have you ever experienced any of the following symptoms while at your present job (check all that apply):
   a. Headache ___________________________
   b. Fever ___________________________
   c. Dizziness ___________________________
   d. Fatigue ___________________________
   e. Sleepiness ___________________________
   f. Nausea ___________________________
   g. Trouble breathing ___________________________
   h. Sore arms, wrists ___________________________
   i. Chest pain or tightness ___________________________
   j. Itching or burning eyes ___________________________
   k. Red eyes ___________________________
   l. Dry throat ___________________________
   m. Diarrhea ___________________________
   n. Constipation ___________________________
   o. Sore back and shoulders ___________________________
   p. Lower back pain ___________________________
   q. Nose bleeds ___________________________
   r. Sore throat ___________________________
   s. Difficulty concentrating ___________________________
   t. Tension or nervousness ___________________________
   u. Skin rash or itching ___________________________

2. Have you and your present mate ever experienced any of the following conditions (Check all that apply):
   a. Miscarriage ___________________________
   b. Difficulty becoming pregnant ___________________________
   c. Stillbirth ___________________________
   d. Child living less than 1 year ___________________________
   e. Premature infant ___________________________
   f. Infants under 5 lbs. at birth ___________________________
   g. Child with birth defect(s) ___________________________
   h. Child with mental condition requiring special care or education ___________________________

3. The following questions apply to you and your present mate:
   a. Number of children born live ___________________________
   b. Number of children still living ___________________________
   c. Number of pregnancies ___________________________
   d. Number of miscarriages (not including induced abortions) ___________________________

4. WOMEN only answer the following question. MEN go on to Question 5.
   a. Approximate age at first period ___________________________
   b. Are you still having periods?
      Yes. (Go on to c.) ___________________________
      No. Stopped due to menopause. ___________________________
      No. Stopped due to surgery. ___________________________
      No. Stopped due to other causes ___________________________

   c. Give average number of days from 1st day of one period to 1st day of next period ___________________________
   d. How many days does your period usually last ___________________________
   e. Is your period usually on time? ___________________________
      Yes ___________________________
      No. Sometimes irregular ___________________________
      No. Frequently irregular ___________________________

   f. If your period is late or early, by how many days is it usually:
      1. late ___________________________
      2. early ___________________________

   g. Are your periods painful?
      Sometimes ___________________________
      Often ___________________________
      Never ___________________________

   h. Do you take medication for pain or cramps due to your periods? ___________________________

   i. Have you noticed any of the following changes in your period in the past year:
      Skipping more periods ___________________________
      More irregular periods ___________________________
      Increased flow ___________________________
      Decreased flow ___________________________
      Increased cramping or pain ___________________________
      Increased spotting ___________________________
      Other (Specify) ___________________________

   j. What method of birth control are you currently using:

   k. Have you been to a doctor for menstrual problems? ___________________________
      Yes ___________________________
      No ___________________________

   l. How many times have you been to see a doctor in the past year due to menstrual problems? ___________________________

   m. How many days have you been absent from work due to illness during the past year? ___________________________

   n. Do you ever have the following complaints about conditions in your work area:
      Too little air movement ___________________________
      Bright ___________________________
      Stuffy ___________________________
      Dry ___________________________
      Moist or humid ___________________________
      Smoky ___________________________
      Hot ___________________________
      Cold ___________________________

   o. Do you ever use any of the following equipment or supplies at work:
      Microphone ___________________________
      Switchboard ___________________________
      Typewriter ___________________________
      Carbonless copy ___________________________
      VDT or CRT ___________________________
      Paper ___________________________
      Laser printer ___________________________
      Whiteout ___________________________
      Diazo printer ___________________________
      Artist materials ___________________________
      Photocopier ___________________________
      Lab chemicals ___________________________
      Word processor ___________________________
      Cleaning ___________________________
      Microscope ___________________________
      Microfilm ___________________________

   p. What distance are you from the nearest window you can see:
      0 to under 5 feet ___________________________
      5-10 feet ___________________________
      over 10 feet ___________________________
      Cannot see a window ___________________________
      Window overhead ___________________________

   q. If you have windows, do they open? ___________________________
       Yes ___________________________
       No ___________________________

   r. Is your workplace renovated within the past year? ___________________________
      Yes ___________________________
      No. Don't know ___________________________

   s. Did your company move in within the past year? ___________________________
      Yes ___________________________
      No. Don't know ___________________________

   t. Is there a photocopier on your floor? ___________________________
      Yes ___________________________
      No ___________________________

   u. Is there an industrial plant nearby? ___________________________
      Yes ___________________________
      No ___________________________

   v. Do the following statements apply to your job:
      Freedom to determine how you do your job ___________________________
      Freedom to set your own work speed ___________________________
      Opportunity for brief unscheduled breaks ___________________________
      Required to work fast ___________________________
      Requires great concentration ___________________________
      Is monotonous or boring ___________________________
      Requires awkward motions ___________________________
      Co-workers are helpful ___________________________
      Supervisor is helpful ___________________________
      Is stressful ___________________________
      Is satisfying ___________________________
      Is varied ___________________________
      Workload is heavy ___________________________
      Office is crowded ___________________________

   w. How many cigarettes do you smoke per day? ___________________________
   x. How many drinks do you have per week? ___________________________
   y. How much alcohol do you drink at work? ___________________________
   z. Do you drink alcohol? ___________________________
      Yes ___________________________
      No ___________________________

   AA. Do you wear corrective lenses at work? ___________________________
      Yes, glasses or bifocals ___________________________
      Yes, contact lenses ___________________________

THANK YOU. Please mail to:
OPEIU RESEARCH DEPT.
265 West 14th Street
Ste. 610
NYC NY 10011
I recently received a letter from the President of one of our Local Unions. That letter raised a number of interesting questions, which I have heard from other Locals. Specifically, the questions were these:

1) What plans does the International have to strengthen the position of those involved with the Labor Movement?

2) "When can we at the grassroots level in the Labor Movement expect to see something initiated at the level of your office to counteract the weakening effects of corporate conglomeratization upon the present bargaining units as they are currently aligned?"

The letter also referred to studies on the organization of white-collar employees. The writer contradicted the statement of one of our International Representatives, who stated that office personnel were difficult to organize, with the following: "First of all, labor projections for the near future clearly show that white-collar personnel within the United States, as to proportionate size of the total work force, will soon outpace that of the traditional blue-collar force. Secondly, recent studies also show that privatization efforts at present are recruiting proportionately more white-collar professionals than blue-collar workers."

It is important that all of our Local Unions be familiar with the issues and with my response. Therefore, I reprint here in its entirety (with minor changes) my written answer to this letter.

I call your attention to the last four issues of the Wire Collar. The September-October issue reports the organization of 260 hospital employees in California, 100 United Way employees in the same state, an OPEIU march on Labor Day, and successful negotiation of outstanding collective bargaining agreements. The November-December issue showed thousands upon thousands of OPEIU members marching with their families and their banners protesting the actions of the present administration in Washington. The January-March issue, a new and enlarged issue, is again an issue showing successful organizing, successful negotiations, and the continued fight to protect office employees. I call your attention to the story on Video Display Terminals. These same issues also show our involvement in the other needs of the community, for example, our participation in the March of Dimes Birth Defects Program. The current issue shows our fight against one of the giants in the American corporate structure, Texas. It also reports our successful conclusion of negotiations for our thousands of members working in General Dynamics, Electric Boat, the Commonwealth of Massachusetts Court System, our political participation and our executive activities in Canada, etc. Is it possible that you are not receiving these newspapers?

Our union, for the first time in its history, took a very active part in the Presidential election campaign of 1980. We campaigned with the realization that should the Republican Party be victorious, the workers of this country, both organized and unorganized, would suffer. We were shocked with the results of the election and, more so, with the figures that showed a sizeable percentage of union members voted against their best interests. I will ask how many members of your Local voted for Republican candidates in that election.

The question you raised on conglomerations and interfacing directors is one that deeply involves the political process. It is only through the election of candidates on a state and national level, who are dedicated to programs that will protect workers, that legislation can be passed to control the activities of conglomerations and interfacing directors. To do so, voluntary funds must be raised to assist their election. The OPEIU does this through its Friends of the President Club and Voice of the Electorate. I hope you take my next sentence in the constructive manner that it is intended. Neither you nor your Local have ever participated in either of these programs.

Our Local Unions must realize that to be responsive to the needs of their membership, they must broaden their horizons. The Executive Board, in discussing this at its recent meeting, recommended that Local Unions of the OPEIU, where possible, should merge with other OPEIU Locals in the same geographical region and, secondly, should organize the unorganized. Small Local Unions are in no position to be effective in collective bargaining and in servicing when they attempt to compete with large organized management.

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On the subject of organization, your letter shows a misconception of how organization takes place. It does not work from the top down. If that were so, there would be millions of OPEIU members. Organization takes place with grass roots participation. I can assure you that you and the other officers of the Local undertake organizational campaigns, the staff and other resources of this office will be available.

You further labor under a misconception when you talk of other union organization of office and clerical employees. The great growth you talk about has taken place, for the most part, among municipal workers, teachers, and the like. Our International Representative is right when he said that office clericals are difficult to organize. During my administration, however, we have increased the international field staff and, therefore, we are engaging at all times in organizing campaigns. We have just organized several hundred employees in the state of Illinois, 900 in the state of California, and I again urge that you form an Organizing Committee in your Local so that you, too, can benefit by growth.

The last paragraph of your letter says: "When can we at the grassroots level in the Labor Movement expect to see something initiated? You saw some of it when one-half million of us marched in protest of the Administration's Worker Policy on September 19th in Washington. I do not know if you or any of your members were able to attend.

It is also being initiated at Educational Conferences of the OPEIU which are no longer taught by in-house staff but by outside professionals. I do not know if you and other officers of your Local Union have been in attendance.

It has taken at Full-Time Staff Meetings which are conducted by leaders from both the labor movement and from the political arena, and by Local Unions that have launched Political Action/VOTE Committees and Organizing Committees.

It has been by the officers of the International Union and the staff of the International Union with the dedication of their lives to the success of both the organized and unorganized electricals in this country. These are some of the ways that we are counteracting what has been happening to the labor movement today.

Local 6 Signs First Massport Contract

Major wage improvements highlighted the gains negotiated in a new three-year agreement for members employed at the Massachusetts Port Authority in Boston, reports Local 6 Business Manager and International Vice President James Maloney.

Massport is that agency which administers the public transportation system—subways and buses. Maloney said it is an area in which OPEIU is growing, representing more and more employees.

The money package will result in salary increases up to $30,000 for employees in the technical unit, during the life of the agreement. The contract also establishes new minimum and maximum wage rates. In a lesser classification, the February-May 1982 wage scale for monographers was $2,621. They will receive an 8 percent salary bonus, effective July 1, 1982, the starting date of the new agreement.

Members also gained tighter language on the grievance procedure and a provision spelling out rules and standards on overtime.

"What Have You Done For Me Lately?"

by John Kelly

International Vice President

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If you move, send your old and new address, including zip code and social security or social insurance number and Local Union number to: William A. Love, Sec.-Treas. 815 16th Street, N.W., Suite 606 Washington, D.C. 20006

The contract was negotiated by Maloney, assisted by Local 6 Business Agent Thomas Welch; and a dedicated bargaining committee. It was approved at a ratification meeting by an overwhelming vote.

"Massport" employees serving on the negotiating committee were George Perry, Stephan Calwain, and Richard Foley.