



WHITE COLLAR

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

No. 406

July-September 1982

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 not—to vote."

"Out of the 859 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

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Pictured here is the Local 251-Sandia negotiating committee (l-to-r) Richard Rael, Johnny Martinez, President Johnny Ayala, Secretary-Treasurer Jane Lord, and Albert Miera.

Canadian Insurance Workers Win \$1/4M 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 (\$1/4 million) in backpay and 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 Canada 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

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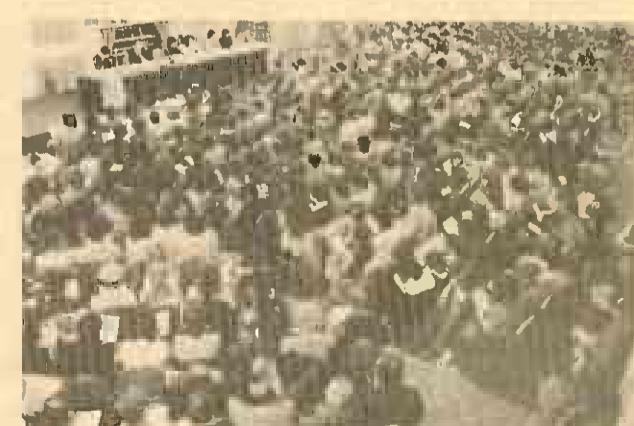
20% Wages, Maternity Leave Top Gains in Canadian Bank Contract

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,

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Prior to ratification, Local 434 members listen to explanation of their new agreement at Montreal City and District Bank.

WHITE COLLAR

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

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What Happens When You Dump the Union?

"We were once members of an international union with the usual gripes about dues, slow grievance procedures, seniority disputes, incentives, etc."

So begins a letter from a former member of another international union.

The letter describes how 3½ years ago local union members voted to decertify the union, because a majority of workers felt that "the company would treat us just as good with or without them."

What's happened since? According to the writer: "We no longer have seniority disputes, because we are placed by ability, which means whoever is the bosses' pet.

"Our grievance procedure is non-existent.

"We don't have an absentee problem; if you miss one day, you must have a doctor's slip, so most absentee problems were fired long ago with nobody to represent them.

"Our incentives now are: do more work or you will be disciplined.

"All this for less money, smaller hospitalization benefits, fewer holidays."

How did the company succeed in decertifying the union? One supervisor admitted later that the firm had hired an anti-union consulting firm which drilled supervisors in how to make the union look bad: draw out grievances, confuse the seniority system, try to shift the blame for disputes to the union, etc. The ploys succeeded.

Concludes the letter-writer, "I can't sign this letter in fear of my job and family. Hopefully, some day I'll be back with you without fear. It's a terrible lesson to learn."

Right-to-Work a Charity? Hardly!

The Federal Government has recently defined the National Right to Work Committee's Legal Defense Fund as a "charity" by allowing the Committee to participate in the annual charity drive among federal employees. By allowing this notoriously anti-union group to participate, the Administration has totally perverted the whole idea of a charitable organization.

Charitable organizations have consistently been associated with humanitarian causes. By no stretch of the imagination could R-T-W be considered humanitarian, said OPEIU International President John Kelly.

Kelly expressed his outrage at the Administration's action and stressed that OPEIU members are willing to assist "true charitable organizations" raise funds through the Combined Federal Campaign. But, he said, "defining R-T-W as charitable or humanitarian is an insult to OPEIU and all other union members."

Kelly said he agreed with the AFL-CIO position that unions should not impose a boycott of the charity drive. "Instead," he continued, "we are urging all of our members in the federal sector to designate the charities to which they wish to contribute. We are not boycotting the many other organizations who desperately need funding. We are only boycotting the Right to Work Legal Defense Fund."

Mark Your Calendar:
Full-Time Staff Training, October
13-15, 1982, New York City

Local 30 Solidarity Brings Remarkable New Agreement



The negotiating committees at Hunt-Wesson Foods and United Can Co. are seated (l-to-r): Local 30 members Rosemary C. Pellegrino and Florence Berg, Local Business Manager Gwen Newton, Company Manager of Labor Relations C. Richard McCall. Standing (l-to-r) are Member Richard C. Miller, Local Business Representatives Chuck Florey and Bill Reay, Personnel Relations Manager Joe Willis, and Plant Personnel Manager Fred Ferketic.

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 commissioner, where the final agreement was hammered out.

Wages—as always—were a key element in the settlement, which provided:

- a general across-the-board union raise of 21 percent over the life of the three-year contract;
- 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; and
- 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.

If all of the cost-of-living monies available are acquired, Newton said, the top rates in the contract will reach more than \$25,000 per year within 30 months.

\$1 Million Health Benefit

Another and very important factor in the set-

tlement 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 also 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.

The negotiating committee consisted of Florence Berg, Charles A. Florey, Richard C. Miller, Rosemary C. Pellegrino, William Reay and William B. Schaffstein, assisted by Newton.

Local 251 Wins Agency Shop

(Continued from page 1)

vacation, he/she will be able to reschedule 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 these 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 Jane Lord, and Chief Stewards John Martinez, Albert Miera, 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 untouched 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 accorded two feet of standing space and they formed a single 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 hurtled 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 tonight be there tomorrow?"

From the alarming growth of unemployment, to 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 recession. At that, most economists predict the rate of inflation will climb again—steeply 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.

Waiting in the wings are huge cuts in Social Security benefits—some \$40 billion just for openers—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, proposed Social Security Benefit cuts cannot pass, and the Administration's Recession program could not have passed.

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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.

We've got to turn it around by turning Congress around . . . by helping to elect enough pro-people candidates to the U.S. House and Senate to enact programs that help, rather than hurt, working people and their families.

Our union has endorsed scores of candidates for the U.S. House and Senate in the upcoming election. We've endorsed incumbents who had the guts to resist the Administration's steamroller in Congress, and to oppose programs they knew would be bad for the country, for our members and indeed for all workers.

And, we have endorsed challengers to many incumbents who supported the Recession program that has plunged the nation into economic quicksand.

Contact the International or your Local Union if you are unsure of those U.S. Senators whose re-election we support and the endorsed challengers to Senators whose re-election we oppose. This is true also for endorsed U.S. House candidates.

None of the endorsements by our union is made on the basis of the political party the candidate represents. All of them are on the basis of the candidate's record, if he or she has one, or on the basis of the candidate's program, if he or she is a challenger.

In all cases, on the issues that hit closest to home for our members and our families—jobs, taxes, job safety, education for our children, health care, Social Security—the candidates we endorse are light years ahead of their opponents.

This nation and our members cannot afford two more years of unrestrained Recession programs, proposed by an Administration aware of, or indifferent to, the suffering its schemes have inflicted—and enacted by a Congress controlled by hard-core ultra-conservatives steering the country on a collision course with economic calamity.

There's plenty at stake November 2 . . . but nothing at stake is more important than your job, your security, your family's well being.

**Vote Like Your Job Depends on It—
It Does**

"The system is actually more complicated with many variations and must be adjusted for a particular industry or employer. For that reason the Local and Bank together will investigate the feasibility of installing the system for the benefit of our members. In addition to flextime, we are looking at the possibility of a four-day workweek," Sheridan said.

Wages

The new agreement provides 22 percent in additional wages for the employees at the early steps of the progression system. The higher steps will receive varying increases. According to Sheridan, the "top annual salary" will reach \$45,495.32 under the new contract.

He also reported that meal allowances will rise to \$5.75, while mileage reimbursement will increase to 20¢ per mile.

Political Action

"The country is faced now with an Administration and Senate that have sent the country into a recession, passed legislation detrimental to poor and working Americans, and seem determined to give us more of the same," Sheridan said. Accordingly, the Local 2 members recognized the need for political action fund contributions in order to fight anti-worker legislation and to elect pro-people candidates to office.

This new bank agreement will now provide payroll deduction of Voice of the Electorate (VOTE) contributions. VOTE is OPEIU's voluntary political action fund. Through its use the Union hopes to see more responsive and compassionate legislators elected to office in November and in state and local elections.

Sheridan thanked his Bank negotiations committee for their hard work. That committee included Chief Shop Steward Carmen Pow; Associate Chief Shop Steward Frank Barroso; Associate Chief Shop Steward Linda B. Smith; and Committee Members Helen Desper, Frederick Plummer, Lillian Tadesse, and Elinor Tyson.

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.

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

The negotiating committees at the National Bank of Washington are seated (l-to-r): Bank VP Katherine Leith, Bank Exec VP J. Kenneth Tercero, Local 2 President L. J. Sheridan, Local Chief Shop Steward Carmen Pow. Standing (l-to-r) are Assistant Cashier Ronald D. Ayo, Bank VP William W. Pascoe, Jr.; Bank Exec Secy Jeanne Carter; Bank Asst VP Brian P. McQuaid; Local 2 Members Helen Desper, Elinor Tyson, Lillian Tadesse, and Fred Plummer; Bank Director of Human Resources and VP William D. Wooten; and Local Associate 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 that system by which

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 generated 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 first-rate 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 Tennessee State 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 psychological ingredients 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 checkoff, voter registration drives, and the like.

OPEIU Director of Organization Mark Reader presented the case for organizing the unorganized, pointing out that local unions could only look forward to a decrease in members and in gains made at the bargaining table if they did not become committed to organizing new members. 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 Borton, President of the host Local 268. Borton thanked his officers and mem-

bers 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.

Harold Woods, president of the Knoxville Central Labor Body, also welcomed the participants. He commended Local 268 on their involvement in trade union and political action in the area and cited them as a progressive force in the region.

President John Kelly



Following a rousing round of applause, 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 relief 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 financial assistance for higher education;
- cuts in Social Security and Medicare;
- taxes on health coverage (and likely other negotiated benefits);
- tight money policies that make it impossible for working people to buy homes;
- a relaxation of occupational safety and health regulations, making it more dangerous to work;
- cuts in unemployment assistance when 10 percent of the population is unemployed; and much, much more.

"It's time," Kelly said, "that we wised 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—those who oppose everything we support. He cited groups like the Right-To-Work Committee, who with their swelling coffers, are able to effectively elect the candidates of their choice—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 instructors 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 21 (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 in their regions. Major problems encountered by Local Unions, they said, were the appearance of union busters in companies where OPEIU had long and amicable histories of collective bargaining, the forced arbitration of more and more grievance cases by companies, hard and unyielding company bargaining stances which sometimes led to forced strikes, etc. All of these problems frequently resulted in the more frequent use of counsel and, therefore, exorbitant legal expenses.

The Executive Board spent a great deal of time analyzing the situation and proposed solutions. Two solutions—greater 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, that 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 economical representation it can; and

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

WHEREAS, this will 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 have 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 hurled back into the 30s" 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 to 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."

SW/SE (Continued)

GA); 27 (Galveston, TX); 46 (Tampa, FL); 52 (Sheffield, AL); 60 (New Orleans, LA); 87 (New Orleans); 89 (Bogalusa, LA); 119 (Chattanooga, TN); 128 (Miami, FL); 179 (Chattanooga); 204 (Pascagoula, MS); 227 (Miami); 233 (Georgetown, SC); 268 (Knoxville, TN); 273 (Knoxville); 277 (Ft. Worth, TX); 279 (Kansas City, MO); 306 (Amarillo, TX); 319 (Chattanooga); 320 (Kansas City); 367 (Memphis, TN); 381 (Oklahoma City, OK); 403 (New Orleans); 437 (Ponca City, OK); 455 (Savannah, GA); 465 (Alexandria, LA); 475 (Knoxville); 489 (Pascagoula); 510 (Oak Ridge, TN); and the TVA Council.

Representing the International Union at the Conference were International President John Kelly, Secretary-Treasurer William Lowe, Vice Presidents J. B. Moss and Charles Harris, Director of Organization Mark Reader, Director of Research Gwen Wells, and International Representatives James Bloodworth, Jon Heller, Bill Kirby, and Jack Langford.



Pictured here are some of the OPEIU delegates to the Canadian Labour Congress in Winnipeg. International Vice Presidents standing are Roméo Corbeil (fourth from the left), William Wittal (to the right of Corbeil), Gilles Beauregard (first on the right). VP Fred Trotter is seated fourth from the left.

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. "Leave provisions and, 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 and job protections. 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 this new agreement 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.

Canadian Bank Contract

(Continued from page 1)

the employer provides 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, periodical 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

"Thanks to OPEIU Local 397 no woman will ever be penalized at SGI for childbearing. No woman need ever be faced with a choice between a baby and a job," said Wittal.

Other Leave Gains

Seniority with its accompanying company loyalty and greater experience is appropriately awarded greater leave and other benefits, at least under a union agreement. Under this new SGI contract, those employees with 30 years or more of service will now receive 6 weeks of paid vacation annually.

Greater protection will also be afforded to the long-time ill employee. Sick leave under this new agreement will now be allowed to accumulate with no maximum. This, too, will give added benefits to the more senior employee who naturally will have accumulated the most in sick leave. The more senior employee, who is frequently the older employee, will likely have more need for the greater sick leave coverage.

And more . . .

Additional financial gains at SGI are the following:

- double time for all overtime work;
- standby pay of two hours per day;
- increased clothing and tool 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 dentistry.

Negotiating for the SGI members were Bill Wittal; Local Representatives David Maki and Harry Van-Eyck; and Members Cheryl Barber, Al Dylwig, Phil Fincati, John Schmidt and Alternate Larry Sheffer. Congratulations to them and to all the members at SGI on an outstanding new agreement.

225's Insurance Agreement

(Continued from page 1)

experience but gross salaries of only \$9,000 annually. Fed up with the indecent wages and faced 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 members in these first-contract negotiations, kept their demands at a minimum: seniority protections, increased wages and maintenance of flexible working hours.

Several attempts were made to negotiate, Corbeil stated, but without success. He continued: "The employer maintained a hard, unyielding position throughout, was unavailable to receive union counterproposals, refused to make his own counterproposals, or withdrew 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 he has not succeeded," Corbeil said.

OPEIU then called a boycott of the company, which was supported by the Quebec and Ontario Federations of Labour, the Canadian Labour Congress, 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 \$250,000 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.

Following the Board order, the employer returned to the bargaining table. After intensive negotiations, Local 225 won a final settlement which was subsequently ratified overwhelmingly. The employees were able to return to work, said Corbeil, with an average increase in salary of 29 percent over the contract's two years.

The negotiations were conducted for the union members by Local President Michel Plouffe, Vice President Guy Anfossi, Secretary Jocelyn Dubuc, assisted by Representatives Jacques Sztuke and Marc Boulard.

"It is gratifying to know that these members' rights have been protected under the law, that after being forced out on strike by the employer they have won the right to organize and to negotiate decent wages and working conditions," Corbeil concluded.

Atlanta Labor Honors Stanley

Local 21 President Ruth Stanley was honored by Atlanta's labor movement and Workmen's Circle at its Annual Awards banquet at the Hyatt-Regency May 8. She was honored as an outstanding labor leader and recognized for her long and active involvement in the labor movement and in community affairs.

Stanley, who works for the Sheet Metal Workers Local 85, joined OPEIU Local 21 in August, 1956, and has served in each of the offices of Local 21, including four terms as President.

In addition, Stanley is a Vice-President of the Atlanta Labor Council and Co-Chairperson of the Volunteer in Politics Program.

She has served on the planning committee for the only Georgia Labor School for Union Women and is currently on the Planning Committee for the Southern School for Union Women. Stanley has also served on other committees for the Georgia State AFL-CIO annual conventions.

"I spend most of my time after work servicing and negotiating contracts for the members of Local 21 and participating in the different activities of the labor movement," Stanley commented.

Somehow she has also found time to be an active member of the Orange Hill Baptist Church, the Eastern Star Chapter No. 408, the American Business Women's Association and ERA Georgia.

Stanley on Labor

In her more than 25 years of labor movement involvement, Stanley has seen a number of changes, such as improvements for workers in fringe benefits and in apprenticeship programs, as well as political and public image changes.

She said that the general public's image of unions has improved somewhat, but is still not at the level it ought to be now. Progress on political fronts has been even slower, she said.

"I've seen so many politicians who came to us (the labor movement) for endorsements, and once they get elected with our help they forget all their promises. I think too often we support candidates that can win, but aren't really our friends. I believe we have to support our friends and turn our backs on our enemies," she commented.

She thinks the answer to improving the lot of workers is through education so they will understand the issues and know that it is in their best interest to get involved. She believes that voting records need to be more carefully scrutinized and involvement in political issues must begin at the community level and work its way up.

She is also a strong supporter of women's rights and an ardent believer in the Equal Rights Amendment.

"ERA is the only way to go," she said, noting that between her political involvement and her work in the labor movement she had become convinced that the only way to guarantee women equality was to put it in the U.S. Constitution.

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 Level Achieved Marital Status

Job Title Length of Time at Present Job

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):

Some-times Often Never

- 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 (Check all that apply):

- a. Miscarriage
- b. Difficulty becoming pregnant
- c. Stillbirth
- d. Child living less than 1 year
- e. Pre-term infant
- f. Infant 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:

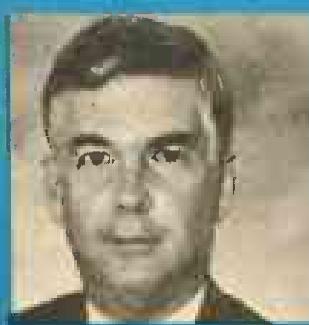
- a. Number of children born live
- b. Number of children still living
- c. Number of pregnancies
- d. Number of miscarriages (not including induced abortions)

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 (Specify:
- 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 period? Yes No
- 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
5. How many times have you been to see a doctor in the past year? 0 1-3 4-6 7+
6. How many days have you been absent from work due to illness during the past year?
7. Do you ever have the following complaints about conditions in your work area:
- | | |
|-------------------------------|--------------|
| Too little air movement | Bright |
| Stuffy | Dim |
| Dry | Glare |
| Moist or humid | Noisy |
| Hot | Smoky |
| | Cold |
8. Do you ever use any of the following equipment or supplies at work:
- | | |
|----------------------|-----------------------------|
| Microfiche | Switchboard |
| Typewriter | Carbonless copy paper |
| VDT or CRT | Whiteout |
| Laser printer | Artist materials |
| Diazo printer | Lab chemicals |
| Photocopier | Cleaning compounds |
| Word processor | |
| Mimeograph | |
9. Is your work area
- Enclosed by walls
 - Enclosed by partitions
 - Not enclosed
10. 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
11. If you have windows, do they open:
- Yes No Yes, but not allowed
12. Do you have any control over:
- | | |
|--------------------------|-----------------------|
| Fluorescent lights | Heating |
| Other lights | Ventilation |
| Air conditioning | Shading devices |
13. Approximately how old is the building in which you work:
- Less than 5 yrs. 21-30 years
 - 6-10 years 31+ years
 - 11-20 years Don't know
14. Was your workplace renovated within the past year: Yes No Don't know
15. Did your company move in within the past year: Yes No Don't know
16. Is there a photocopier on your floor:
- Yes No Don't know
17. Is there a VDT or computer terminal within 10 feet of your work space: Yes No
18. Is there a garage in or under your building:
- Yes No Don't know
19. Is there an industrial plant nearby:
- Yes No Don't know
20. 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
21. How many cigarettes a day do you smoke? at work?
22. At work each day how many cups do you drink of: coffee tea.
23. Do you drink alcohol: Yes No
24. Do you wear corrective lenses at work:
- Yes, glasses or bifocals
 - Yes, contact lenses No

THANK YOU. Please mail to:

OPEIU RESEARCH DEPT.
265 West 14th Street
Ste. 610
NYC NY 10011



"What Have You Done For Me Lately?"

**by John Kelly
International President**

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 before 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 conglomeration 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 statements 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 professions within the United States, as to proportionate size of the total work force, will soon outpace that of the traditional blue-collar force. Second, labor studies also show that unionization efforts at present are recruiting proportionately more white-collar professionals than blue-collar workers."

It is important that all of our Local Unions are 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 *White 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 issued 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, Texaco. 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 excellent 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 not ask how many members of your Local voted for Republican candidates in that election.

The question you raised on conglomerates and interlocking directorates 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 proscribing the activities of conglomerates and interlocking directorates. To do so, voluntary funds must be raised to assist their elections. 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 managements.

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 should 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 was 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, benefit by growth.

The last paragraph of your letter says "When can we at the grass roots 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 been 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 clericals in this country. These are some of the ways that we are countering 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 by the Massachusetts Port Authority in Boston, reports Local 6 Business Manager and International Vice President James Mahoney.

Massport is that agency which administers the public transportation system—subways and buses. Mahoney 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 \$9,600 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, salary will range from \$10,400 to \$16,913. In the highest classification the range will be \$16,800 to \$28,846.

The majority of the employees in the unit will additionally 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.

The contract was negotiated by Mahoney, 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 Cwalina, and Richard Foley.

U.S. Price Index

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

1981	
January	260.7
February	263.5
March	265.2
April	266.8
May	269.1
June	271.4
July	274.6
August	276.5
September	279.1
October	279.7
November	280.4
December	281.1
1982	
January	282.1
February	282.9
March	282.5
April	284.3
May	287.1
June	290.6

Canadian Index

Statistics Canada
New Base 1971 = 100

1981	
January	224.1
February	226.4
March	229.4
April	231.1
May	233.2
June	236.8
July	238.9
August	240.6
September	242.4
October	244.8
November	246.9
December	248.0
1982	
January	249.7
February	252.7
March	255.9
April	257.3
May	260.8
June	263.4