



WHITE COLLAR

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

No. 407

October-December 1982



OPEIU Trains Full-Time Staff and Officers

Each year OPEIU sponsors a Full-Time Staff Training Conference to offer in-depth instruction on important trade union issues to full-time union officers and staff.

Each year as that instruction has become more relevant and timely, the number of participants has increased accordingly. In fact, now a number of local union officers who are not full-time attend; since they realize the importance of the instruction.

This year nearly 120 attended the 1982 Conference held in New York City and hosted by OPEIU Local 153, October 13-15. Thirty-eight locals, two councils and 21 International staff and officers attended. The names of those participants appear elsewhere in this article.

Arbitration

Locals, in this hostile economic and labor relations climate, are finding themselves faced with ever-greater numbers of arbitration cases. Arbitration is costly, especially if locals needlessly use attorneys to argue their cases. The conference, therefore, included a full day of instruction on arbitration—both Basic and Advanced—to enable staff and officers to successfully present their own cases.

Advanced

The majority of participants attended the Advanced Arbitration session, led by Jeff Teener. Teener is the former chairman of New Jersey's Public Employee Relations Commission and currently associate professor at Rutgers University.

The course was designed for those officers and representatives who had already argued several of their own arbitration cases. It was, therefore, for those already intimately familiar with the process, but who desired to improve their skills at arguing evidentiary rules, opening and closing statements, and framing the issue.

Through several role-playing exercises, including a mock arbitration case, the participants were able to demonstrate their skills and to receive feedback from



Participants at Full-Time Staff Training Conference in New York City attend Basic Arbitration course to improve their skills.

both the instructor and their peers. Everyone agreed that the exercises were instructive and beneficial.

Basic Arbitration

Simultaneously Arbitrator Peggy Sipser offered a Basic Arbitration course, designed for those officers and staff who had little or no experience arguing arbitration cases. Through lecture, exercises, and a film those participants gained an overview of the procedure.

The session included a brief history of labor arbitration and its legal setting with a discussion of how arbitration arose to settle labor relations disputes and its legal status. There were also discussions of the grievance procedure as a prelude to arbitration, why time limits are important, which issues should or

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Members' March for Labor's Rights

OPEIU members marched in Labor Day Parades throughout the United States. Once again they were telling the Administration that they were fed up with escalating unemployment and interest rates, that it was time for a change.

As election day neared in the U.S., members were gearing up to defeat reactionary, anti-people incumbents and to elect more progressive pro-working people candidates. At parades and street fairs, signs supporting OPEIU-endorsed candidates could be seen everywhere; registration drives continued to sign up the voters.

San Antonio

In San Antonio, Texas, the Labor Movement dedicated a statue to one of its founders—Samuel Gompers—who had died there. International President John Kelly was one of the honored guests. Before thousands of trade unionists, AFL-CIO President Lane Kirkland unveiled the memorial statue of Gompers, surrounded by working people, on San Antonio's city plaza.

President Kelly said he was inspired by the enthusiasm of the Texas trade unionists, who were fighting an uphill battle in a right-to-work state. He commended the OPEIU Texas locals for their floats and the many OPEIU members who gave up their holiday to show support for their Union.

Tennessee

The Chattanooga labor movement, at the request of OPEIU Local 179, sponsored a fair booth at the Tri-State Fair on Labor Day, reports International Vice President Charlie Harris. V. Earl Brown, Local 179 Business Representative, coordinated all activities—construction, financial support, volunteers, and prizes—for the booth which promoted COPE/VOTE endorsed candidates, buy Union, buy American, and voter registration for all of the Chattanooga unions.

The members of Local 179, Harris said, gave more than 300 hours of their personal time in making Labor's fair booth a success. That booth, Harris said, was visited by several of the candidates — Sena-

(Continued on page 2)

Season's Greetings

In reflecting back over the past year, OPEIU members in Canada, the U.S. and Puerto Rico can be proud of their many achievements—in negotiations, organizing the unprotected workers and legislative gains.

In spite of the economic disarray that plagues both nations, OPEIU members have stood their ground, and in many instances advanced, in terms of wages, hours and working conditions.

In 1983 we look forward to even greater progress for all our members—future, present and retired.

We wish each of these, as well as all OPEIU staff, sincere season's greetings. Have a bright and prosperous New Year!

John Kelly,
President

William A. Lowe,
Secretary-Treasurer

Vice Presidents:

Billie D. Adams
Gilles Beauregard
Roméo Corbeil
Michael Goodwin
W. Charles Harris

Gerald D. Iushewitz
Kathleen Kinnick
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James Mahoney
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J. B. Moss
Gwen Newton
L. J. Sheridan
Fred A. Trotter
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Mark Reader,
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Howard Coughlin,
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J. O. Bloodworth
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Vice Presidents Emeritus:
John B. Kinnick

Frank E. Morton
Edward P. Springman

WHITE COLLAR

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

JOHN KELLY
President

WILLIAM A. LOWE
Secretary-Treasurer

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Apologies, New Mexico

In the last issue of *White Collar* we regretably associated New Mexico with the less enlightened states that have passed right-to-work-for-less legislation. New Mexico is not a right-to-work state. New Mexico Governor Bruce King, in fact, vetoed such legislation sent to him by the state legislature.

We apologize to New Mexico, to all of our members who reside or work there, and to President Johnny Ayala of OPEIU Local 251 in Albuquerque.

Corbeil Reports

Leaflets as Organizing Tools

I firmly believe, says Canadian Director Roméo Corbeil, in using leaflets or circulars for organizing. It frequently pays off in immediate results.

It also is good public relations for the Union. Although the employees may not be ready yet for organization, they remember the Union's name—OPEIU—when they are ready. They know where to turn for help if there is a downturn in the economy, there are cuts in wages or benefits, or the employer arbitrarily and unjustly begins to discipline the workers.

We recently have had proof of how successful such leafletting can be. Representatives of OPEIU Local 57 and of the Eastern Canada Council distributed circulars to unorganized employees at nearly 300 workplaces in the Montreal area. As a result of that leafletting we have organized three new units. Campaigns are underway at the present time for two large bank units. And, telephone calls from the workplaces leafletted continue to come into the union office.

Two of our main organizing and leafletting goals are Caisse Populaire and the Insurance Company of Mouvement Desjardins in Quebec. Since Local 57 already has approximately 1,800 members under contract at these companies, they are natural targets. Other banks and insurance companies, however, are targets as well.

In addition, we have used our steward system effectively for organizing leads. Organizing-contact questionnaires were mailed to all Local 57 stewards and officers in over 100 units.

It is very important to involve the stewards and officers in organizing drives, not only because it gets them involved in the growth of their Union, but also because it is everyone's responsibility to insure that growth and to protect the members' hard-won gains.

I urge all of our Local Unions—in Canada and the U.S.—to get involved, to use leafletting and their shop steward systems effectively, to devise other methods as well. But, to organize.

Marching for Labor's Rights



Members of OPEIU Local 153 march down Fifth Avenue in New York City's Labor Day Parade.

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tor James Sasser (D-TN), Third District Congresswomen Marilyn Bouquard (D-TN), and Mary Pat Tyree, wife of Democratic gubernatorial Candidate Randy Tyree. All three thanked OPEIU and the other unions for their support and for their drive to register the voters.

More than 1200 Chattanooga residents were registered at the fair booth. Each became eligible to win one of two OPEIU quartz watches. (For additional information on the OPEIU Tennessee registration drive, see page 6.)

New York City

More than 250,000 trade unionists turned out for the 1982 Labor Day Parade down Fifth Avenue. OPEIU's Local 153 was well-represented among the throngs of marchers.

Carrying balloons and placards reading "Cuomo for Governor" and singing labor songs, the 153 members marched for nearly three hours. Most were on foot, but the Local's retirees rode the distance in two buses—one a double-decker. Leading the motor brigade was the 153 truck, carrying speakers which blared music to which paraders sang.

In Solidarity

OPEIU International President John Kelly said "I am very proud of all our members—those who marched on Solidarity Day, on 1981's Labor Day, and now again in 1982 Labor Day parades."



Senator James Sasser (D-TN) with friend stop to thank OPEIU Local 179 Representative V. Earl Brown for the Union's support at the Tri-State Fair Booth.

Kelly continued, "Our members are becoming more and more active within their Union and within the political arena. Clearly people are concerned about their jobs and their livelihoods. People are scared. But, working people are also angered by the current Administration's attack on their elected representatives—trade unions. They are angered by attacks on social programs that aid the working and middle classes. And, they are willing to stand up and fight."



Pictured here is the OPEIU float at San Antonio, Texas' Labor Day Parade. International President John Kelly (not pictured) participated in the festivities.

Full-Time Staff Training Takes Place in New York City

(Continued from page 1)

should not go to arbitration, notice of intent to arbitrate, the different procedures available, how to initiate the procedure, and how to select an arbitrator.

Finally, the attendees learned how to investigate a case, prepare witnesses, state the issue, present opening and closing arguments, and what the union's duty of fair representation entails.

Organizing and the Law

The second day of the Conference, participants learned from Labor Counsel Amy Gladstein the most recent National Labor Relations Board and Court rulings on organizing. There were discussions of cases which influence the Union's ability to successfully represent members in bargaining and grievance handling as well.

The next issue of the *OPEIU Research News* will cover those cases in greater depth. But, what became clear during Gladstein's presentation was that the majority of the decisions are being found against unions, that the U.S. Government appointees have changed the entire complexion of the Labor Board, making it even more anti-union and pro-management.

Improving the Conferences

Following the Conference, President John Kelly asked for comments on the quality of instruction, the length of the Conference, and the location. All agreed that the instruction was superlative. They praised both instructors and subject matter.

While all participants agreed that the Conferences should be longer to allow even more in-depth instruction and to be more cost effective, they disagreed over the length of time to extend them. They also disagreed over location. Some preferred to hold training sessions at the George Meany Center for Labor Studies in Silver Spring, Maryland, while others preferred a more central location (Chicago, Detroit, or Toronto) or to rotate the Conference sites (from region to region).

To obtain an overall consensus on each of these issues and on the subject matter to be offered at the next Conference, the OPEIU Research & Education Department has mailed a survey to all OPEIU local unions. The locals are urged to complete and return that survey in order that the Conferences will reflect the needs and desires of the majority of our local unions and will, therefore, be more effective.

Participants

Attending this year's Conference were Janice Best from the Ontario Council and Wendell Drake from the Tri-State Council.

Representing local unions the following attended: Alfretta Ardabell (457, Centerville, PA); Carol Ashby (393, Flint, MI); Audrey Ayer (17, Cleveland); Betty Barker (393, Flint, MI); Monique Bonin (57, Montreal, Que.); Dennis Borton (268, Knoxville, TN); James Brennan (600, Boston); Carrie Brown (391, Chicago); V. Earl Brown (179, Chattanooga, TN); Paul Bruno (106, Groton, CT); Joseph Burbach (35, Milwaukee); Nancy Burrows (391, Chicago);

Carolyn Combs (391, Chicago); John J. Connolly (600, Boston); Gary Contat (19, Toledo, OH); J. B.



International Vice President L. J. Sheridan accepts OPEIU's Organizing Award for Washington, D.C.'s Local 2. On behalf of the Local, he contributed the \$1,000 cash award to OPEIU's VOTE. President John Kelly and Vice President Harvey Markusen applaud Local 2's generosity.



Delegates participate in mock arbitration sessions in Advanced Arbitration course.

Coulter (119, Chattanooga); Patrick Crapanzano (227, Florida); Larry Cross (39, Madison, WI); George Davis (3, San Francisco); Curtis Dismuke (417, Detroit); Emmett Etheredge (2, Washington, DC); Lois Feeney (7, Detroit); Robert Ferreri (227, Florida); Dominic Formisano (210, New York City);

Vicky Forsythe (7, Detroit); Beatrice Francis (391, Chicago); Ed Fuhreck (498, Cudahy, WI); Judy Gable (19, Toledo); Pierre Gingras (57, Montreal); Paul Greenspan (153, New York City); Leo Handy, Jr. (29, Oakland, CA); William Hannibal (505, Milwaukee); June Harrah (67, Charleston, WV); Jim Harter (19, Toledo); Steve Hartmann (95, Wisconsin Rapids, WI); Tom Havriluk (153, New York); John Hazel (2, Washington); John Heffernan (153, New York); Gene Holt (9, Milwaukee); Sharon Homier (19, Toledo);

Patricia Jeney (457, Centerville); Doug Kigar (19, Toledo); Edward Kubicki (9, Milwaukee); Richard Lanigan (153, New York); Gladys Lee (153, New York); Francis Leroy (19, Toledo); Roslyn Limmer (210, New York); Ralph Limmer (210, New York); Kathy Maddison (343, Toronto, Ont.); Frances Marx

(393, Flint); John McCusker (268, Knoxville); Joseph L. McGee (8, Seattle); Donald McGrail (6, Boston); Daniel McShain (2, Washington); Don Mohamed (19, Toledo);

Kathleen Kocan Moore (2, Washington); Vinia Neal (505, Milwaukee); Faye Orr (273, Knoxville); Wellman Pierce (29, Oakland); Joseph Quattromani (106, Groton); Dominique Savoie (57, Montreal); Joseph Scully (33, Pittsburgh); Gerald Skrzeczkowski (212, Buffalo, NY); Spencer Smith (179, Chattanooga); Mary Smorch (393, Flint); Darlene Sobieck (8, Seattle); Irene Summerfield (17, Cleveland);

John Swadner (12, Minneapolis); William Taylor (28, Chicago); Michael Thompson (153, New York); Patrick Tully (32, Newark); Ron Unger (14, Philadelphia); Marietta Vickrey (393, Flint); Ellen Walker (505, Milwaukee); Marilyn Ward (7, Detroit); Tom Webb (600, Boston); Don Wright (277, Fort Worth, TX); Sharon Young (1, Indianapolis); Judith Zenk (23, Tacoma, WA); and Paul Zientek (35, Milwaukee).

Representing the International Union were President John Kelly; Vice Presidents Billie Adams, Roméo Corbeil, Michael Goodwin, Charles Harris, Gerald Iushewitz, Harvey Markusen, Gwen Newton, and L. J. Sheridan; Director of Organization Mark Reader; and Director of Research & Education Gwen Wells.

In addition, the following International Representatives attended: George Alger, James Bloodworth, Jesse Bridgewater, Judy Burnick, John Connolly, Jon Heller, Bill Kirby, Wayne Parker, George Porcaro, and Michael Walker. Other International staff were involved in representational activities and, therefore, unable to attend.

At the luncheon the first day of the Conference, President Emeritus Howard Coughlin joined the full-time staff and officers. He said how happy he was to see so many new and young faces, to know that younger members are becoming more active in their union. He also thanked President Kelly for inviting him, since he always enjoyed being with so many dear friends and fellow trade unionists.

BC/BS Locals Meet in NYC for "Blues" Conference

Representatives of local unions that collectively represent more than 6,000 members at Blue Cross and/or Blue Shield met on October 13 in New York City for a Blues Conference. The meeting took place just prior to the 1982 Full-Time Staff Training Conference.

Delegates gathered to discuss their mutual problems and to exchange information. The International's Research Department provided each local with copies of contracts and pension and health plans held by each of the other locals. Other topics on which information was exchanged included technological change (automation) in the insurance industry, production standards, the merger of Blue Cross and Blue Shield units, the company's growing use of satellite offices, and potential forced strike or decertification situations.

All delegates expressed concern for improving communications between the Blues locals. The Interna-

tional Union, therefore, agreed to produce a quarterly Blues newsletter, providing information is forthcoming from the locals.

Director of Organization Mark Reader chaired the meeting which was attended by International President John Kelly; Vice Presidents Roméo Corbeil, Michael Goodwin, and Gwen Newton; Director of Research Gwen Wells; Representatives Judy Burnick and Michael Walker; and Local Union Representatives Monique Bonin (57, Montreal); Marty Bucci (153, New York City); George Davis (3, San Francisco); Frank Esposito (32, Newark); Leo Handy, Jr. (29, Oakland); Gene Holt (9, Milwaukee); Ed Kubicki (9, Milwaukee); Gail Kuells (9, Milwaukee); Joe McGee (8, Seattle); Wellman Pierce (29, Oakland); Gerald Skrzeczkowski (212, Buffalo); Pat Tully (32, Newark); Sharon Young (1, Indianapolis); and Judy Zenk (23, Tacoma).



Delegates to the 1982 Blues Conference discuss mutual problems.

Northeast, Western and North Central



Participants attend the 1982 North Central Regional Educational Conference held in Milwaukee, September 30 to October 2.

The Fall brought cooler weather, brilliant foliage and the last of the 1982 OPEIU Regional Educational Conferences. After the Spring's Southwest/Southeast and Eric Conferences and a summer break, three Conferences were held this Fall across the nation which more than 250 members, staff and officers attended—Northeast, Western and North Central.

All of the participants lauded the program and, in many cases, considered it superior to the preceding year's. As you are aware, the educational program was revised in 1981. No longer, President John Kelly always says, do International Representatives read prepared texts, presented to them as they arrive at the Conference.

Instead, detailed programs are prepared by professional teachers, expert both in their subject matter and in adult education. Simultaneous classes take place, allowing participants a choice of topics. The division of participants also results in smaller classes, which allows greater interaction between teachers and students.

The Educational Program

Negotiations

At this year's conferences, officers and staff expressed interest in a number of nuts-and-bolts trade union issues. High on the list, as a result of giveback and concession bargaining, was a collective bargaining and negotiations techniques course. All Conferences, therefore, featured a day-long bargaining session.

At the Northeast Conference the Negotiations Workshop was taught by Associate Professor Saul Nesselroth, University of Connecticut's Labor Education Center; at Western by Paul Chown, Acting Director of the University of California at Berkeley's Institute of Industrial Relations; and at North Central by Irving Brotslaw and Mil Lieberthal from the University of Wisconsin's School for Workers.

The negotiations course dealt with the development of reasonable bargaining demands, research of the company and economic environment for bargaining, resolution of bargaining impasses, the duties and responsibilities of the bargaining committee, writing contract language, and the like.

Communications

Last year's Effective Communications course was so successful that it was offered again in 1982 for those who were unable to attend. That session addressed the issue — why effective communications within the union is a prerequisite for successful organizing, collective bargaining, contract administration and political action? It also indicated means by which those communications could be more effective—through membership, executive board and steward meetings; bulletin boards; newspapers and/or newsletters; surveys of membership attitudes; etc.



International President John Kelly addresses OPEIU delegates to the Western Conference on the U.S. economic and political climate. The Conference was held in Seattle, September 23 to 25.



Participants at the 1982 Northeast Regional Educational Conference held in Groton, Connecticut, Sept. 16-18.

The course was taught at the Northeast Conference by Lynne Kelly, Assistant Professor of Communications, University of Hartford; at North Central by Norris Tibbetts of the School for Workers, University of Wisconsin-Extension; and at Western by Joan Bracconi, Labor Coordinator at the Institute of Industrial Relations, University of California at Berkeley.

Political Action

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. Specific examples were offered of ways to mobilize membership support for and involvement in the union's political action program: the development of political "consciousness" through education; developing support for specific issues and/or candidates; how to participate in political campaigns and how legislation can be affected by lobbying; polling techniques and their applicability to union political action; political fund raising and how to negotiate VOTE checkoff provisions in the contract.

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Three Conferences Complete '82 Educationals



International Representative Michael Walker and Vice President Billie Adams distribute OPEIU educational certificates.

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so discouraged they have given up looking for work, the Administration is saying that 6.5 percent is an acceptable unemployment rate. This in spite of the fact that the Humphrey-Hawkins Act legislates no more than 4 percent unemployment. How can any unemployment be acceptable? And, why after promises to lower the rate are they now saying a higher rate is acceptable?

Kelly and Lowe also pointed to the huge budget deficits and tight money policies that have driven interest rates through the roof, causing widespread bankruptcies and layoffs. They pointed to the tax cut which gave the average worker \$2 additional money per week, while corporations making billions in profits were allowed to pay no taxes. Or, taking advantage of tax leasing, were given refunds.

They pointed to the upcoming proposals for additional cuts in Social Security and Medicare and in educational assistance, to taxation of fringe benefits, to the dismantling of OSHA, EPA, and EEOC. While making such cuts, it was pointed out, increases have been made in the Labor Department's Task Force, whose sole purpose is to harass labor unions under the guise of checking corruption.

To turn this around, Kelly and Lowe both said that we had to elect people who represent working people in America, not the corporate elite. Both encouraged the members to become active and to increase their participation in the VOTE program, to vote for progressive candidates on November 2.

Boston's Local 600 Checks Off for Vote

Recently chartered Local 600 in Boston, Massachusetts, announced that over 70 percent of its 300 members have checked off \$1 per week for Voice of the Electorate (VOTE), OPEIU's political action fund.

Local 600 President Jack Connolly, in making the announcement, said that they expect 100 percent on checkoff by the end of the year. That will bring 600's yearly contributions to VOTE to over \$15,000.

In accepting the check for the initial contributions, International President John Kelly said he was delighted that the members of Local 600 were so politically astute, that they realized the necessity of financial support for endorsed candidates—candidates who must compete with the millions of dollars collected by ultra-conservative, right-wing political action funds.

"Unless we are able to aid these candidates, who support pro-people programs, they will be defeated," Kelly said. "But, they will also be defeated if we do not turn out our members to vote. We must collect political contributions; but, we cannot neglect to educate our members on the issues."



Local 600 Member Tommy Webb and President John Connolly present International President John Kelly with VOTE contributions.

Local 600 represents the starters and switchers at the Metropolitan Boston Transit Authority.

Tennessee Locals Register Voters

"We believe in the political process and that it's every citizen's obligation to vote. It is especially necessary now to enlist the voters for progressive candidates," said International Vice President Charles Harris.

Harris was speaking the sentiments of the members in OPEIU's Tennessee Locals—119 (Chattanooga), 144 (Knoxville), 182 (Nashville), 268 (Knoxville), 273 (Knoxville), and 367 (Memphis)—who took an active lead throughout the State to register voters for the coming election. Those efforts resulted in enlistment of more than 2,000 new voters, reports Harris, who coordinated the registration drive.

Harris further said that Local 179 Representative V. Earl Brown and Local President Spencer Smith took the lead in the Chattanooga-area labor movement. They set up voter registration facilities at workplaces throughout the city, area shopping centers and at the Tri-State Labor Day Fair and mailed numerous registration forms to residents. (See story on page 2.)

Record Contributions Pour into VOTE

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

More are now contributing at least \$100 per year to become members of the "President's 100 Club." These monies, and all money collected for VOTE, will be used to support political candidates who support working-people programs—candidates who are dedicated to turning the economy around and putting Americans back to work, but without gutting the social programs for the needy and elderly of this nation.

Among International staff and officers—new contributors of \$100 annually—are Vice Presidents Gerald D. Iushewitz, Kathleen Kinnick, L. J. Sheridan, Roméo Corheil, Gilles Beauregard, and Fred Trotter; and Representatives Jesse Bridgewater and Wayne Parker.

Other new members of the 100 Club, who are full-time employees of local unions, include Ennies Berke, John Brady, Ann Coughlin, Patrick Crapanzano, Emmett C. Etheredge, Robert Ferreri, John C. Hazel, Benjamin C. Hobbs, Mel Koenig, John I. McCusker, Daniel J. McShain, William H. Miller, Donald R. Mohamed, Kathleen Kocan Moore, Donald N. Mose, John A. Swadner, Patrick J. Tully, Ronald Unger, and Lillie R. Wood.

The new contributors—members who are not full-time employees of the International or local unions—are too numerous to mention in one issue. We, however, begin to list them with this issue alphabetically. They include: Bobby Aldridge; Glen Ashdown; G. Atkinson, Jr.; James Avery; Jeff Barbernell; John B. Baugh; J. D. Bedford; Robert Bernier; Joe Best; Polly

Blackburn; Dave Blaisdell; Bill Boyle; Carrie B. Brown; Gerald Brown; and Hank Brown.

Thomas George Burfield; C. Burkitt; Michael Busico; J. Howell Byrd; Donald Cole; Arthur Coles; Roger Collins; Robert Crapanzano; Gary DeFalco; Larry Douglas; Elmer Dubuque; Frank Esposito; Elmo T. Evans; Yvonne K. Fabian; Jeanne Farmer; Robert E. Farris; Joseph Finley; Gerald F. Ford; Richard T. Ford; Thomas Forkin; William Forney; Sue and Carl Foster; and Floris Fuchs.

S. Fuglestad; Leonard Furer; Samuel Furer; Jeffrey B. Garrison; Pam Gayson; William K. Gibson; Gregory Giese; Helen V. Goans; Solomon Gordon; Sophia Gose; George Gotto; Paul Graves; Dayton Griffith, Jr.; R. Patrick Hagan; Richard Halfenger; Edwin Harrington; Jean Harris; A. C. Helms; R. Hendrickson; Nita J. Holley; James C. Hooper, Jr.; Jerry Jackson; and James Johnston.

John E. Kachalla; Beverly G. Kelly; Larry Kudlacek; Carl Kunze; Basil L. Lampert; Marvin Landau; William Landau; Sam Latimer; Thomas L. Lottman; Sara Love; Lawrence Lucas; Curtiss W. Luttrell; Joseph McDonough; Robert McKenzie; Florence McCamy; Thomas P. McMullen; John R. McVay; Joseph Manone; Jack Martin; Peter Matina; Cameron Meeker; and James L. Millaway.

Napoleon Mitchell; Thomas E. Morris; Larry Murphy; Faye Orr; Burton Peetluk; Deborah Perkins; Darce Pirtle; Richard Ransier; Bernard Rapoport; Norman Richman; Steve Robertson; Dennis M. Rose; Daniel Saldivar; Virginia A. Schow; Richard H. Settle; and Sy Siflinger.

Each and everyone of these members deserves special thanks. They are part of a long list of contributors, published in prior issues, who know that only through contributions can they effectively represent their members politically.



Local 179 Representative V. Earl Brown displays mail registration forms used in the 1982 election drive.

Give to Vote

**your job, your security,
your family's well-being
depend on it**

Kelly's Statement on Comparable Worth

**Statement of John Kelly, President
Office and Professional Employees
International Union, AFL-CIO, CLC**

**To the Subcommittees on Civil
Service Compensation and Employee
Benefits and Human Resources
Of the House Committee on Post
Office and Civil Service on Pay
and Comparable Worth**

This statement is to indicate the Office and Professional Employees International Union's (OPEIU) position on the subject of equal pay for work of comparable value.

The OPEIU is an organization of 140,000 white collar workers in banking, insurance, universities, shipping, utilities, manufacturing—all aspects of private industry—and the Federal Government.

Because the primary purpose of the OPEIU is to improve the "wages, hours and working conditions" of white collar employees through collective bargaining, and because the majority of our members are women, comparable worth is of considerable importance to us.

The problem, as you are aware, is two-fold. First, the wage gap. Working women out of economic necessity have entered the workforce in unprecedented numbers. Women, in fact, now comprise over 50 percent of the U.S. labor force. Despite this and the enactment of Title VII, the Equal Pay Act, and affirmative action programs, the relative economic position of women has declined.

In 1955, women employees earned an average of 64 cents for every dollar earned by men. Today, women earn 59 cents for each dollar that men earn.

Second, occupational segregation. Employers have consistently hired and assigned women workers to sex-segregated low-paid unskilled positions, have maintained "male" and "female" jobs, and have restricted promotional opportunities for women workers, thereby locking them onto the bottom of the wage and promotion ladders.

Women remain concentrated in low-paid and low skilled occupations, generally without trade-union representation or protection. Eighty percent of women who work are in low-paying dead-end clerical, sales, service and factory jobs. Women comprise over 80

percent of the clerical workers in the U.S. and more than 60 percent of the service workers.

Women have been largely confined to occupational ghettos—doing so-called "women's work"—where they are paid less, with little consideration for the skills and expertise required. In short, the occupations of secretary, salesworker, waitress, nurse, teacher are paid less because they are held by women; while the occupations of janitor, tree trimmer, painter, pharmacist are paid considerably more because they are held by men. It is abundantly clear that wages are largely determined by whether men or women do the work.

The Equal Employment Opportunity Commission commissioned a study comparing men's and women's work by the National Academy of Sciences. In that study, "Women, Work, and Wages: Equal Pay for Jobs of Equal Value," NAS noted that "job segregation by sex, race, and ethnicity is common in today's labor market" and, the study said, is "an important source of wage differentials. Not only do women do different work than men, but also the work women do is paid less, and the more the occupation is dominated by women, the less it pays."

One obvious reason for the low wage levels of women is that they are less organized (unionized) than male workers. Although this is rapidly changing (women have accounted for approximately half of the increase in union membership in the last two decades), more than 80 percent of the 43 million women in the workforce are unorganized.

Those who are union members earn 25 to 35 percent more than their non-union counterparts. In 1970, white collar women union members earned an average income 44 percent higher than non-union women. They receive vastly improved benefits and are protected from arbitrary and sex-biased employer conduct through negotiated grievance procedures.

Collective bargaining is the most efficient and swiftest means of achieving pay equity in the workplace. Gaps where they exist between the wages of men and in the majority of unionized companies are minimal and closing with each contract. But, gaps do sometimes exist.

Even collective bargaining is not perfect. And, it certainly cannot protect the majority of women workers who remain unorganized. In addition, workers should not be forced to bargain away needed benefits in order to achieve pay equity. It is the obligation of

the United States to guarantee all workers—regardless of sex, race, creed, ethnic origin, or age—a discrimination-free working place. It is of paramount importance that the Federal Government guarantee it to its own employees.

The only concept which offers women such pay equity is "comparable worth" whereby dissimilar jobs are compared to those that may be of equal value to the employer and may require similar skills, effort, responsibility and working conditions. The National Academy of Sciences study also made this recommendation. Concluding that "women are systematically underpaid" and that policies designed to promote equal access to all job opportunities "will affect the underpayment of women workers only slowly," the report found that the strategy of comparable worth "merits consideration as an alternative policy of intervention in the pay setting process wherever women are systematically underpaid." Such a strategy would demand finding criteria "other than current wage rates" to measure the worth of jobs to an employer and "that wages commensurate with worth can be set and paid by the employer."

One frequently used method for this determination is job evaluation. Such systems, however, are frequently biased. Only where management and the union have jointly produced and administered a job evaluation system have the results been objective and bias-free.

It is our recommendation, as has been advised in the past, that the Federal Government with its unions study the differentials between women's and men's wages in Federal Government and adopt a method of grieving such differentials to final and binding arbitration.

No one suggests that such a strategy will be simple or cost-free. Many business representatives argue against "comparable worth" because they see it posing enormous financial problems. In the past, however—prior to passage of the Pregnancy Disability Act and the Equal Pay Act—these same employers grossly exaggerated the costs of eliminating pregnancy discrimination and paying equal wages for equal work.

Finally, both the Federal Government and the Courts have long held that cost is a factor which will not be considered in eliminating discrimination in the workplace. Who could presume to place a price on equity?

OPEIU Settles Canadian Pulp and Paper Industry Contracts

Five OPEIU Canadian local unions gained 22 percent in wage increases for their members in the pulp and paper industry, reports International Vice President Gilles Beauregard.

Following a full week of negotiations, membership of the following locals ratified their new two-year agreement, which provides a 12 percent general increase (retroactive to May 1, 1982) and a 10 percent increase on May 1, 1983: 151 (Iroquois Falls); 161 (Smooth Rock Falls); 191 (Beaupre); 214 (Sault Ste. Marie); 216 (Pine Falls); and 236 (Lakehead Woodlands, Port Arthur, and Thunder Bay).

In addition, OPEIU negotiated improvements in the pension plan, shift differentials, welfare contributions, seniority provisions, video display terminal protections, dental plan and severance pay.

Also, a new job evaluation and scale were implemented, adding on average over 1.5 percent of wages before the general increase.

Beauregard directed negotiations, ably assisted by Mid-Canada Council Representative Emil Stencer and Eastern Canada Council Representative Sylvain Tellier.

International and Consolidated Paper Cos.

These two agreements, which collectively cover four Canadian local unions, provided the same wage increases as those throughout the industry. Other contract gains, however, differ to some degree.

The International Paper agreement covers Local 110 (Gatineau), 114 (Dalhousie), 165 (Hawkesbury) and 265 (Trois-Rivieres). Eastern Canada Council Representatives Allain Tremblay and Marc Boulard headed negotiations for the locals.

In addition to the 22 percent wage increase the contract provides improvements in seniority, funeral leave, shift differential, group insurance and retirement plans.

At Consolidated Paper two contracts were ratified by Local 265 at the Shawinigan and Trois-Rivieres Mills. Eastern Canada Council Representatives Allain Tremblay and Gaetan Bréton conducted those bargaining sessions.

The long-term disability, dental and pension plans, as well as the shift premium, vacation and overtime provisions were improved. Also, important gains were made in non-monetary items, such as seniority, job posting, replacement and disciplinary procedures.

Canadian Local 327 Promotes Education

On October 16, OPEIU Local 327 from Dryden, Ontario, organized an educational conference for affiliates of the Mid Canada Council, reports Public Relations Director for the Council John van Dyk. He said that 44 union members from several locals attended the two classes—one on micro-technology and one on basic contract language and its interpretation.

Canadian Labour Congress Representative Kathy McQuire taught the Micro-Technology workshop. She covered current legislation on new technology, as well as recent gains at the bargaining table made by various local unions.

Mary Garbutt, president of the Mid Canada Council, chaired the session on Contract Language. Delegates covered topics ranging from the role of the union to application of the collective agreement.

William Dickerson, chairman of the Council's Health and Safety Committee, was the guest speaker. Dickerson dealt with the specific issue of video display terminals (VDTs/CRTs) and their impact on the workplace.

Van Dyk reports that everyone received a wealth of information. In addition, he urged all OPEIU locals to begin educational seminars/workshops for their members, if they have not already done so.



"Stay the Course?"

by John Kelly
International President

As we have just celebrated Labor Day and are approaching a new year, it is appropriate that we reflect on what OPEIU and the Labor Movement have accomplished, what we seek to accomplish today and tomorrow.

Too frequently members, officers and staff are interested in their individual shops or grievances. This is important, of course. But, we cannot lose sight of the fact that we are each a part of a movement.

OPEIU and the Labor Movement are a "force for good" in Canada and the U.S. We are a part of a movement that has brought about all the good things the middle and working class enjoys.

Management has never given working people what they are entitled to unless a labor union has been involved. Without unions our members, and the rest of the working population, would still be in sweatshops, would not have health and pension plans, would live in fear of arbitrary discipline or discharge, would face unsafe and unhealthy work environments.

Because of OPEIU and organized labor, all Americans now enjoy minimum wage legislation, public education, environmental and workplace safety regulations, Social Security and Medicare, unemployment compensation, workers' compensation, pension plan protections, civil rights legislation, consumer protection legislation, and much much more.

Threats to Won Gains

The current Administration in Washington seeks to change much of this. Already it has deprived vast numbers of Americans of the right to a job. Because of the Administration's irrational and heartless economic policy, 10.1 percent of the population is officially unemployed. That means that nearly 11.3 million people in the U.S. are officially out of work.

But, that is only the tip of the iceberg. This does not include those who have become so discouraged that they have given up looking for work, or those who unwillingly must make do with part-time employment. If these two groups are included, the true unemployment picture emerges—20 percent or more than 20 million people unemployed.

This situation is abominable. It is tragic and incomprehensible to me that any Administration could pursue such economic policies in defiance of reason and in total disregard for the human suffering that is resulting.

And the situation in Canada is just as dismal. Unemployment now stands at 11.3 percent, or 1.3 million Canadians without work. Unfortunately, in this case, economic policies pass back and forth over our common border.

This unemployment is destroying the fabric of community and family life. It is taking away the dignity of the individuals who are unemployed. And, it is striking fear in the hearts of friends and neighbors of the unemployed, who are afraid the same fate might befall them.

Yet the Administration is asking us to "Stay the Course." To stay such a course would be economic insanity.

The "course" has led us to drastically reduced factory and production orders, reduced housing starts, outrageous interest rates which have resulted in the greatest number of bankruptcies in U.S. and Canadian history—all of which have led to more and more unemployment.

Staying the course means staying on a continuing spiral downward.

Additional Losses

While unemployment is the number one issue facing America today, the Administration has also threatened and indeed destroyed many other gains won throughout the years by OPEIU and the Labor Movement. The following list is merely a highlight:

1. Cuts in the budget of the Occupational Safety and Health Administration, leaving fewer inspectors to investigate worker complaints and enforce safety regulations.
2. Cuts in staffing of the Environmental Protection Agency, leaving its regulations without enforcement.
3. Cuts in educational assistance, thereby depriving many of the opportunity to gain the education and skills needed for jobs.
4. Stricter regulations for the disabled to qualify for Social Security disability benefits.
5. Raising of unemployment trigger rates and stricter regulations to deprive the unemployed of extended unemployment benefits.
6. Cuts in EEOC staff leading to less and less enforcement of civil rights regulations.
7. Threats to cut both Social Security and Medicare benefits.

OPEIU and the Labor Movement support cutting "fat" in governmental programs, but not cuts in programs that effectively assist working people. It is clear from this list that the Administration is unresponsive to working Americans. Instead, it has responded to Big Business and the corporate elite.

While workers have fared poorly under the Administration, Big Business has thrived. Tax cuts, tax

loopholes, and tax leasing have meant that major corporations have paid less in taxes than the average American worker. Frequently corporations have gained tax rebates. And, instead of investing these new-found monies in renovation, capitalization and more jobs, they are spending for mergers and acquisitions of those companies forced into bankruptcy. Again, the Administration's policy has been an abject failure.

While some would take comfort in the fact that the Administration will have only two years left to govern and legislate, I take none. Already this Administration has made appointments to the Supreme Court and National Labor Relations Board that will be with us for many years. More appointments are likely before the two-year period has ended.

These appointees do not support the Labor Movement or its members. In some instances, they are dedicated to our demise. Already several cases have made our jobs of negotiating contracts, representing our members and organizing more difficult.

Shall we "Stay the Course" begun by the Administration or that long ago begun by OPEIU and the Labor Movement?

Shall we stay the course of fiscal irresponsibility and madness or of reasonableness and compassion? The first will lead to ever-increasing unemployment, taxation of fringe benefits, cuts in Social Security under the guise of reaching a balanced budget, the loss of hope for ever owning a home because of escalating interest rates—to fear, disillusionment, and despair.

The second will lead to a rebuilt America, a working America with incentives for business investment to create employment opportunities. The second will put America back to work, will cut the fat from government programs but maintain compassionate social programs for the truly needy, will lead to hope.

But, the Labor Movement cannot do it alone. We must have politicians in office who are responsive to the needs of working Americans. We must register to vote. Just as we used that vote in November, we must use it every November to elect progressive, compassionate, pro-people candidates.

We cannot abandon the course on which we have set ourselves.

U.S. Price Index

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

1981	
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
July	291.8
August	292.4
September	292.8

Canadian Index

Statistics Canada
New Base 1971 = 100

1981	
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
July	264.8
August	266.1

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