OPEIU Educates Nationally

Since the beginning of 1984, OPEIU has had a hectic but productive year in terms of educational conferences. Over the winter and spring months five conferences—one full-time staff and four regionals—were held throughout the country. As most OPEIU members are aware, the Executive Board of the International strongly believes in an educated and active membership. And, in the past five years the quality and quantity of educational programs has increased dramatically. Because of the improvements the participation level has increased as well. Furthermore, members, officers and staff report they have returned to their local unions better prepared to fulfill their jobs. They have, in fact, used information gained at conferences countless times.

Considering the above and the fact that our jobs as trade unionists have become harder each year, it is a shame and perhaps a crime that some local unions do not participate, do not avail themselves of every possibility to better represent their members. It is especially

a chance at this time of concessionary bargaining and union-busting consultants, not to mention the anti-labor regime in Washington. For those who did not participate some idea of the quality of the programs, the following is a report with photographs of the conference and their participants—those who cared enough to invest in their local union's future.

Full-Time Staff Conference

From February 29 to March 3, 1984, the International Union conducted full-time staff training at the Knickerbocker Hotel in Chicago, Illinois. Nearly 80 participants attended.

The two-and-one-half-day program began with a full day devoted to corporate research for both bargaining and organizing. Greg DeVereaux of the AFL-CIO Food & Allied Trades Department led the instruction. DeVereaux showed participants how to become "research sleuths"—to uncover company financial assets and dealings. He told them where to go and what to look for.

The following day-and-one-half focused on the National Labor Relations Board. Specifically, delegates learned how to improve their presentations before the NLRB on unfair-labor-practice and unit-determination cases. They also received instruction on the new cases handed down by the Supreme Court and the Board on using bankruptcy to avoid unionization. They learned how to prevent this with protective contract language.

Instructors included Ronald Peters, Labor Education, Institute of Labor and Industrial Relations, University of Illinois; Edward Taub, coordinator, Indiana University Northwest; and Margo R. Newman, attorney, Axios, Pavaloin, Gittler, Greenfield and Seagall, Ltd.

OPEIU has filed a multi-million dollar class action suit against the Tennessee Valley Authority, alleging that nearly 4,000 female secretaries and clerks have been denied wage raises available to male workers. The suit was filed in federal court in Nashville on February 27, 1984.

President John Kelly said that the suit, which seeks to stop sex discrimination and to require backpay to the female workers from 1981 until the suit is resolved, was filed in the name of OPEIU member Judy A. Hutcheson. "Hutcheson has come forward on behalf of the other OPEIU women members at TVA. She is a strong woman who believes, as we do, in equality for all workers," Kelly said.

Specifically, the suit states that TVA maintains six separate pay schedules for organized workers. Five of those schedules include management, administrative, engineering and technical positions. The five are predominantly male-dominated groups. The sixth schedule (Continued on page 8)

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Members Give $100 to VOTE Fund

It is always important for each and every one of us to contribute to the Voice of the Electorate (VOTE)—OPEIU's political action fund. In an election year like this, it is imperative.

Without voluntary contributions to our fund, we cannot assist our supporters—those politicians who support working people—to attain or retain public office.

And, we cannot defeat those who support only the rights and aspirations of the wealthy.

The President of OPEIU's 100 Club consists of those members, officers and staff who contribute at least $100 during the year to VOTE. We are proud to announce the current members of the 100 Club, as of March 31, 1984:

Rank and File Officers and Members

George Alger; Jim Blowworth; Maureen Bo; Jesse Bridgewater; Kathy Burton; John Canamelly; Ann Coughlin; William Cox
John H. Flan; Elaine Harden; Frederick Heitman; Cynthia Holt; Jack W. Horner; Patricia Jenney; Laurenne Johnston; Margaret Johnson; Edward Kahn; Bill Kirby; Jack Laughford; William A. Lowe; Joseph McGee; Margaret McDowell; Norma Martin; Lorraine Merlot; Judy Moore; Theresa Nylin; Doris Penta; Jay Pierce; Mark Reader; Norine Renshaw; Ennies Berke; John Hazel; Benjamin Heitman; W.H. Finn; Elaine Harden; H. McGee; Tully; Ahmad; Alger; Bill; Ttulay; Alg; R. Markusen; Jean Ragland-McMahan; Norma L. Richards; A. Swadner; Lois Swanstrom; Michael Tulloch; Gwen Wells; Frank Wenger; Executive Board, OPEIU Local No. 33, and Executive Board, OPEIU Local No. 35.

Local Unions: Employees

Emnie Berke; John Brady; Molly Carlberg; Thomas Havrikuta; John Hazel; Benjamin C. Hobbs; Gene Holt; Joseph L. McGee, Jr.; Lumce A. Mel; Michael L. Richards; Joe Robinson; Wayne Shelton; Darlene Schick; Kirk D. Stanford; John A. Swintner; Patricia T. Tisdale; Ronald Unger; and Don Wright.

International Officers

Billie D. Adams; Romo Corel; Michael Goodwin; John Kelly; Gary Kirkland; James E. McPhay; H. R. Markusen; J. B. Moses; Gwen Newton; and L. J. Sheridan.

In your own best interests it is strongly recommended that you contribute as well to the President's 100 Club. Without VOTE monies your union cannot support or oppose legislation harmful to the members of OPEIU, and cannot support or oppose candidates for public office.

This article deals with gut issues of the 1984 presidential election campaign as they affect America's workers and its industrial unionists. It is based on an AFL-CIO analysis that focuses on jobs, fairness and the future, and compares the record of Walter Mondale with that of Ronald Reagan.

A decade ago, labor's strong endorsement of Walter F. Mondale's bid for the Democratic presidential nomination was his firmness in taking positions on bedrock issues that affect the quality of life for working people and their families.

The AFL-CIO and its affiliates, both national and local, endorsed Mondale, and will continue to do so. The AFL-CIO, in fact, took the unprecedented step of attacking and dismissing Mondale's blog on issues critical to the working middle-class:

What labor found was a candidate with a strong allegiance to the goals of working people—and with a record of public service to back it up.

The AFL-CIO's analysis of Mondale's record brings him into sharp contrast with President Reagan, and in philosophy and in action on the issues that deeply concern workers and their families.

That agenda ranges from the critical need to rebuild America's industrial base, to the economic health of both cities and farmlands, the fading dream of home ownership, the affordable ability of health care and education, a safe workplace, and a clean and healthy environment and protection from the economic havoc wreaked by plant closings.

This essay is already done to the quality of life in America under the Reagan Administration—and the prospect of more of the same if Reagan has a second term—led to the AFL-CIO's early endorsement of Mondale as a proven ally of workers who shares their view of America's future needs.

One threat to that future is the erosion of the nation's "infrastructure"—roads, bridges, water supply and waste treatment systems, railroads and other public facilities.

The AFL-CIO supports programs and funding to get the rebuilding effort started quickly in both urban and rural areas.

The Reagan Administration, however, has attacked the federal programs designed to do the job, getting a range of community development, economic development and environmental programs and the agencies that once administered them. In their place, President Reagan proposes "enterprise zones" which translate into big giveaways to business, takeaways of wage and job-protection for workers and fewer public services for communities.

In contrast, Mondale strongly supports programs to restore the infrastructure along with urban and rural programs aimed at rebuilding the nation's strong economic base.

The AFL-CIO also backs a comprehensive national transportation policy that would insure the system's strength and the continued availability of all forms of transportation to citizens, business and industry, and both urban and rural communities.

The Reagan Administration has slashed funding for transportation programs, ignored the chaos created by deregulation and mounted an active campaign to demoralize safety standards and other protections for transportation workers.

Mondale, in comparison, has pledged strong government support of programs to rebuild the transportation system.

Many workers and their communities have already felt the devastating losses of jobs, income, stability and public resources that come from corporate or government decisions to close or relocate plants.

The AFL-CIO supports passage of plant closing laws requiring both private and public employers to recognize their responsibilities to workers and their communities before they shut down.

Mondale is already on record on the issue. While he was a U.S. Senator, he sponsored plant closing legislation thatparalleled efforts sought by labor.

Mondale's record also is clear on occupational safety and health. Throughout his career, he has been labor's solid ally in seeking workplace protection, and he has pledged to continue that alliance.

Beyond the workplace, the future is clouded for many workers and their families for high interest rates produced by Reagan policies. These rates have put home ownership beyond the reach of many middle-income Americans. And many jobless workers have suffered or faced mortgage foreclosure and the loss of their homes.

For the elderly, minorities, and low-income people, the Reagan Administration's housing budget cuts mean that not enough shelter is being built to meet their needs.

The AFL-CIO and Walter Mondale also agree that the raging inflation in health care costs jeopardizes the ability of many workers to pay for health services for themselves and their families.

An upward explosion in premiums for private health insurance has forced employers to demand takeaways to trim costs. And millions of jobless workers have lost coverage for themselves and their families.

The Reagan Administration's budget cuts have added to the crisis by reducing health services for the elderly, the poor and other disadvantaged Americans, and the Administration is even eyeing deeper cuts in the Medicare system.

The Administration's "blame the victim" approach to high health insurance premiums is a plan to tax workers on the benefits they receive.

Mondale, in contrast, actively supports continued legislation to lower the increases in hospital costs to. doctors' fees. He has offered a program to prevent the collapse of the Medicare system without hurting beneficiaries, and he is on record in support of comprehensive national health insurance.

Today's workers are also worried about the health of the nation's educational system.

Among the challenges the system faces are the need for higher standards and teaching standards, access to education for every student, more classroom and essential courses, and adequate funding for schools.

While all education costs are going up, the price of higher education is particularly straining many family budgets.

The Reagan Administration has gaffed federal education programs, including shabby restrictions on student aid.

As a program, Reagan offers only tuition tax credits to reduce the cost of private school education at the expense of public schools.

Mondale sees eye to eye with organized labor on the need for a federal role to restore and strengthen student aid. He has pledged that schools have facilities, funds and staff needed to teach. He also backs a program to provide scholarships to attract talented students into teaching. Mondale is on record opposing tuition tax credits while favoring measures to assure that private as well as public school students share in a variety of federal programs.
Work and Health
by Press Associates, Inc.

Workplace Poisons and Your Kidneys
by Phillip L. Polakoff, M.D.

Your kidneys are a vital part of your body's waste-removal system. They constantly filter unwanted material out of your blood into the urine, and returning to the cleansed blood its essential salts and nutrients.

Because the kidneys handle such a large volume of blood, relatives or traces of any toxins (poisons) waiting to be excreted may be present in a concentration several hundred times higher than anywhere else in the body.

If the kidneys falter or shut down—because of sudden changes in the blood pressure and volume, shock, dehydration or something else—these toxins can be trapped in the filter apparatus and damage it.

This damage can be sudden (acute), caused by massive exposure or dosage. Acute renal failure is a life-threatening situation.

It may be gradual (chronic), in which case the patient may not notice any unusual symptoms at first. But, in time, kidney impairment may show up in elevated blood pressure, loss of vital minerals, or evidence of proteins and sugar in the urine and so on.

In the workplace, the two main sources of potential kidney toxins are certain heavy metals and solvents.

Among the metals, the chief offenders are lead, mercury and cadmium. Some of the common solvents include benzene, toluene, styrene, xylene and their derivatives, along with the alcohols and halogenated hydrocarbons.

Lead is used in a variety of products and processes: painter's type, storage batteries, solder, electric cable covering, bearing alloys, pipe, gun shot, to name a few.

Chronic renal failure has been seen in some lead workers from lead-contaminated food, mostly likely passed from hand to mouth during their lunch breaks.

Mercury's toxicity, like that of lead, has been known since antiquity. Mercury poisoning used to be a common problem in the manufacture of teet-totum hats when that industry was in its heyday. The metallic element is still used in the manufacture of dry-cell batteries, paint, and in the investment casting process among others.

Cadmium has been associated with impaired kidney function in people working with alkaline batteries which contain compressed cadmium oxide powder. Damage was caused by inhaling the oxide dust.

Welders of cadmium-plated or cadmium-containing metal objects were also at high risk of both kidney and lung damage. The same is true for workers involved in brazing or silver-soldering with rods or wires that contain cadmium.

Other heavy metals, less common in the workplace and the general environment, may cause renal toxicity. These include chromium, arsenic, platinum, beryllium, hismuth, uranium, thallium, and compounds of silver and copper.

Solvents are widely used in industry in thinners, cleaners and degreasing agents. The main route solvents take to get into your body is by inhalation of vapors. Those agents are readily absorbed into the blood and tissue and can damage other organs beside the kidneys, notably the liver.

While their primary function is to excrete the body's natural wastes from the blood into the urine, which is then delivered to the bladder and held until emptied, the kidney's job goes far beyond that. The kidneys also play a crucial role in maintaining the body's entire fluid balance, acid base and electrolyte status.

They are the major production site of hormones that influence the whole body—blood cell formation, bone strength (vitamin D), and control of blood pressure.

Luckily for us, the kidneys have a remarkable ability to compensate for occasional insults and lapses—even to regenerate new tissue following surgical removal of all or part of the organ. In fact, most people's kidneys are not working at full capacity at all times. We have a built-in reserve.

Nevertheless, workers at risk from exposure to kidney poisons are well-advised to have regular blood tests and urine analysis to monitor their renal function.

Reagan's NLRB: Justice Delayed. Justice Denied

"Justice delayed is justice denied," a wise jurist once said.

For workers who have been seeking justice under the National Labor Relations Act, this legal axiom has been borne out through bitter experience, especially during the past year.

Take the case of a group of grocery store employees in Riverside, Calif., longtime members of Food and Commercial Workers Local 1167. In September 1982, the store was sold, but the workers' collective bargaining agreement remained in force. The union's relations with the new owners went smoothly until the end of 1982, when the union discovered that the company had not been contributing to the employee pension and medical trust funds as required by the contract.

Union representatives pressed the issue with company officials, who kept stalling. On Feb. 18, 1983, without warning, employees received letters announcing the closing of the store the following day.

But the store soon reopened under "new" management. It had been "sold" in secret to close relatives at a "loss." The "former" boss continued to operate the store as before.

Of the store's 34 workers, most of them long-time employees, only eight were rehired on the condition that they quit the union. The remaining 26 fired workers who have been seeking justice ever since.

Union was no longer recognized and the contract was ignored. Wages were cut, and pension and health benefits were eliminated.

On March 1, 1983, the store's new owners filed unfair labor practice charges against the "new" and "former" owners. The union also fought injunctive relief under an emergency provision of the NLRA to force the company to rehire the 26 fired employees and restore the contracts while the NLRB and the courts went through the long process of deciding the issues in the case.

The NLRB's regional office in Los Angeles found merit in the union's charges, filed a complaint against the company, and set a hearing before an administrative law judge in October. In February, 1984, the NLRB judge ruled that the company had committed seven serious unfair labor practices and recommended rehiring each of the employees with backpay. An expected appeal by the company to the full NLRB will cause further delay.

Meanwhile, the union's request for relief under the NLRB's emergency Section 10(j) provision has gone unanswered by the NRLB more than a year later.

The board's delay has caused severe hardship and anguish among the 26 fired workers. UFCW attorney George Murphy told a House oversight subcommittee at a recent hearing.

"We're not talking about young college kids picking up a few bucks over the summer. These are family breadwinners," said Murphy. He said one woman had worked there for 18 years.

Some workers, "age makes them effectively unemployable have taken early retirement at much reduced Social Security benefits," he said. Some whose unemployment benefits have run out have been forced to welfare. Some have taken jobs at the minimum wage. A few lucky ones found jobs in the retail food business. The jobless rate in Riverside is over 10 percent, Murphy noted.

The year-long delay "has had a devastating effect on the employees' morale," Murphy said. "When you tell people they are protected by the law, and then they get fired despite the law and can't get their jobs back, what do they think about the law or about their government?" he told the legislators.

"Employers are going to great lengths today to get out of their union contracts. The only way to prevent it is to get timely injunctive relief," Murphy told the panel.

Congress enacted Section 10(j) in 1947 as part of the Taft-Hartley amendments to the NLRA to provide a legal means of timely relief in cases of flagrantly unfair labor practices where the victim would suffer immediate and lasting harm. Both unions and employers may ask the NLRB to go to court for an injunction to halt or reverse the violation while the case is decided.

In the years prior to the Reaganization of the NLRB, the board's treatment of injunctive requests by unions and employers was roughly equal. Since Reagan appointed a three-member majority on the board last year, union requests for 10(j) relief increasingly have been delayed or denied outright.

Currently, the board denies more than one out of three such recommendations for relief approved by its own general counsel, almost unheard of in previous years. On the other hand, all but one of the 10(j) injunctions sought by employers in the past year were authorized by the board.

Together with recent NLRB decisions reversing longstanding precedents at the expense of workers, the board's denial and delay of 10(j) relief has further undermined the credibility of the nation's labor law procedures among union members.

Unless the board returns to a policy of even-handedness, the U.S. labor movement, in Murphy's words, "has no choice but to engage in self-help economic action" as it did before Congress enacted the NLRA in 1935.
OPEIU Educates Locals

West/Northwest Conference

Delegates to the West/Northwest Conference confront each other in mock negotiations.

The West/Northwest Conference took place March 28-31, 1984, in San Francisco, California. The conference was hosted by Local 3 of San Francisco. Delegates were welcomed by the Local's President and the International's Vice President Kathleen Kinnick.

The instruction on collective bargaining and negotiation techniques was provided by the staff of the University of California at Berkeley's Center for Labor Research and Education. Those professors were Paul Chown, the Center's Program Chair, Joan Bracoini, Bruce Poyer and Marlene Kim.

Delegates participating from San Francisco Local 3 were Deborah Greene, Phyllis Kern, Kathleen Kinick; Jim O'Donnell; Reeva Otten; Doris Prince; and Elizabeth Simpkins.

From Local 8 in Seattle the following attended: Maureen Bo; Molly Carberg; Joy Dexter; Nancy Kirkaldy; Joseph McCue; Jr., Karen Nims and Darlene Sobieck.

Local 23 in Tacoma sent Marie Bezoni and Judy Zenk; while San Diego's Local 30 sent; Gwen Newton, International Vice President. Gaylord Morris from Local 100 in Pasco, Washington, as well as Elizabeth Alvarez from Hollywood, California's Local 174 attended.

Ray Tippetts and Bob Steele of Bingham Canyon, Utah's Local 286 participated. Also, Local 542 (San Diego) was represented by its President Jan Windrem, as well as Mary Dunn, Therese Farina, and Mary Sayles.

Delegates participating from Oakland's Local 29 were Alice Burley; Marion Beachum; Margit Birge; Yolanda Espinosa; Marcella Faraha; Kathy Farmer; Leo Handy, Jr.; Leonard Hankston; Beth Keon; Audrey Knowles; JoAnne Lawrence; Elvis Oakley; Sandryna Otto; Carol Quillen; Karen Reed; Gary Spedowski; Carol Thornton; and Edna Wiscon.

The second morning of the San Francisco program U.S. Congressman Barbara Boxer from the Sixth California Congressional District addressed the delegates on the legislative climate in Washington. The picture she painted was relatively bleak for the labor movement, working people, minorities, women, the elderly. She, however, encouraged greater participation in the political process and pledged to work with us to achieve our mutual goals.

Erie Conference

Professor Chuck Micallef from Ohio State University explains bargaining ground rules to the participants at the Erie Conference.

The Erie Regional Educational Conference, hosted by Local 339, was held from April 5-8, 1984. Instrucion took place in Akron, Ohio. Kathryn Lee, President of Local 339, welcomed delegates in that city. In addition, they were welcomed by the City's Mayor Tom Sawyer.

Instruction on bargaining was provided by the Ohio State University's Labor Education and Research

(Continued on page 5)
Nationally and Regionally

(Continued from page 4)

Service, which distributed certificates of instruction to all graduates. Discussions, mock negotiations and critiques were conducted by Professors Jim Jesse and Charles Micallef. In addition, Instructor Bruce Finley provided instruction on cost-cutting the contract, while Instructor George Hennig led discussions on health care cost containment.

Unlike the other conferences, Akron participants were taken on a field trip to the library. There they learned how to research for bargaining by actually investigating their own employers.

Local union participants included Marian Chase and Florence Kuss from Oberlin College; Audrey Ayers, Brenda Dempsey, Doris Frisco, Bill Hawkins and James Samms from Local 17; Gary Cantid, Sharon Hemmer, Douglas Kigar, H. James La Plante, Francis Leroy, DonaldMohamed, Joseph Quidd and Judy Tichen from Local 19; Susan George from Local 35.

Evelyn Brooks, Mary Craig, Marilyn Pollard and Ann Stokes from Local 42; Joe Hammar, Beverly Mulicki and Dick Ruhm from Local 55; Becky Chandler, Donna D’Amico, June Harav, Ernestine Jones and John Matthews from Local 67; Gerri Hamilton and Pat Szamanski from Local 212; Catherine Lewis from Local 322; Laura Berry, Gwen Caldwell, Karen Conner, and Lois Mills from Local 339.

Shirley McClaughlin and Joy Porcaro from Local 352; Betty Barker, Glenda Hammond, Sue Lina, Frances Marx, Evelyn Mungwes, Marge Selman, Dawn Stankovic and Maritza Vickers from Local 393; Patricia Barelay, Dennis Hill and John Smith from Local 422; Althera Ardubel and Pat Jency from Local 457.

Sharon Gillison, Tony Hunter, Joseph Marziuk, Pat Trudgen and Meiken Vander-Warden from Local 459; Dorothy Dale and Judy White from Local 471; Madge Cruse; Sharon Fowler and Helen Mitchell from Local 494; Dennis Besack, Martha Lemmond, Anne Ludlow, Rebecca Lewis and Betty Rudovsky from Local 502.

Gloria Bradley, Ardella Johnson, JoAnne Jones, Donna Ramsey, Cathy Reisinger, Giela Sigman, Jerri Thompson and Janice Tomutek from Local 513; Jack Finning Shelly Jeffrey and Rosanne Kneisscherhoeker from Local 517; Eileen Benjamin and Linda Mills from Local 518; Vivian Grubbs, Myrna Kitchum, Leola Ospagnu, Bertha Palmer, Josephine Redlin and Nancy Webb from Local 1794.

Northeast Conference

OPEIU Secretary-Treasurer Ronus Corbel appeals to the Northeast Conference delegates to become involved politically and to contribute to VOTE.

Boston, Massachusetts was the site for the 1984 Northeast Regional Education Conference, held April 25-28, 1984. Boston’s Local 6 hosted.

Business Manager of Local 6 and International Vice President Jim Mihoney welcomed the delegates. He

Robison Donates Winnings

At the Full-Time Staff Conference a Voice of the Electorate raffle, that is, a raffle to raise money for the union political action fund, was held. Jim Robison of Local 9 in Milwaukee won that raffle, but contributed the winnings back to the VOTE fund. In doing so he demonstrated his dedication to the labor movement and the OPEIU. He also became a member of the President’s Club—those contributors who donate at least $100 each year to VOTE.

Southeast/Southwest Conference

A University of Alabama at Birmingham Associate Professor, Ralph Johnson, explains the art of communication to Southwest/Southeast conference.

The final conference of the season took place in New Orleans, Louisiana, from May 2-5, 1984, where the opening morning Local 6 President Mary Crayton welcomed all delegates.

University of Alabama instructors provided insights into the bargaining process and motivated the participants as they worked through simulated bargaining situations.

Specifically, Higdon Roberts, director of Alabama’s Center for Labor Education and Research, outlined the current bargaining climate and the steps needed for bargaining preparation and gathering proposals.

Associate Professor Ralph Johnson instructed the participants in the art of communication—negotiations techniques and strategy—while Instructor Judie Catlett taught them to use satisities to their advantage and to cost out contract items (e.g., wages and fringe).

All three instructors directed the bargaining teams through the mock negotiations, portions of which were videotaped and later critiqued.

An added bonus during the conference was an opportunity to handball an unorganized shipping company. The region had requested assistance since management at a firm we do represent consistently argues in negotiations that these comping and unorganized firms pay much lower wages. One solution, of course, is to organize these firms.

Nearly half of the delegates demonstrated their dedication to the union, to fellow trade unions and to working people by testifying ‘at the crack of dawn.’ It is hoped that this will lead to representation for these unorganized workers. Of that we will keep you informed.

Participating in this year’s conference were James E. Adams (Local 66); Virginia Adams (119); Jimmie Addington (277); Lemone Andrews Jr. (17); Sharon Andino (46); Linda Blakey (437); Linda Rounton (46); Leo Bourgeois, Jr. (87); Wofford G. Boyd (233); Lester Burns (437); Arthur Bosse (268); Lynn Cockrell (129); Jim Conklin (37); Delton Cooper (268); Mary Crayton (60), Thelma Everett (60); Barbara Fallis (330); Jeanne Farmer (110); Pam Gay (306); Ervin Hockfield (277); Charlotte Howard (119); Phyllis Jackson (277); Ronnis Jones (277); Sara Love (119); Florence McCany (27); Norma Martin (277); (Continued on page 6)
OPEIU Educates Local Members

Conference Address

Kelly Appeals to Delegates

Addressing delegates at each of the regional conferences International President John Kelly, repeatedly pointed out the moral bankruptcy of the current Administration and the need to elect compassionate, moral leaders.

He outlined in great detail the programs undertaken or cut by this Administration that adversely affect working people, the poor, elderly, women, minorities. Just a few included:

- cuts of $110 billion in people-helping programs, like AFDC, affecting over 500,000 children;
- cuts in food stamps;
- cuts in income security programs;
- cuts in training programs, guaranteeing the unemployed would stay that way;
- cuts in Social Security;
- cuts in veterans pensions;
- cuts in college aid programs.

As a result, he said, there has been a 31 percent increase in children living in poverty. We have now the highest poverty rate for those 60 years of age or older—most of them women. Families of four living in poverty—earning less than $9,962 annually—have vastly increased.

Thanks to this Administration, he continued, six million additional Americans are living in poverty—the highest poverty rate in 17 years. A whopping 15 percent of the entire American population is now categorized as "poor."

And, Kelly said, we aren’t seeing nothing yet. Our President now seeks further cuts in the entitlement programs, like Social Security and Medicare. He seeks to tax the fringe benefits of American working people, e.g., health insurance and tuition remission.

The President’s great gift to American working people—the tax cut—only benefitted the rich. According to the Congressional Budget Office, those earning $40,000 to $80,000 realized a $2,900 increase in income as a result. What was your increase?

Had the tax cuts themselves reduced 10 percent, he said, there would have been no reduction in the people-helping programs.

If you were not wealthy, Kelly said, you have been harmed or will be by this Administration.

Oakland’s Local 29 Wins Contract for Kaiser

Pictured here is the Local 29 bargaining committee at Kaiser Hospital. Left-to-right, seated, are Local 29 Representatives Jon Eakin and Helen Bowden; Members Joyce Otten, Beth Magnuson, Fabian “Joe” Rasa, Rebecca Stanos, Dane Vailis, Eileen Preston, Ruth Horless, and Rick Gerhardt. OPEIU International Representative Jesse Bridgewater, who assisted throughout negotiations, is standing on the left.

Delegates from locals with Blue Cross/Blue Shield units met the day preceding the Full-time Staff Conference in Chicago to exchange information and assist each other on common problems. Locals 8 (Seattle), 9 (Milwaukee), 23 (Tacoma), 32 (Newark) and 53 (New York City) were represented. International Staff Mark Reader, Owen Wells, and Michael Walker were also present. Judy Burnick, Local 35 (Milwaukee) observed.

Blues Locals Convene

Blues delegate Pat Tully explains Local 32’s experiences with Blue Cross/Blue Shield.

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OPEIU International President John Kelly

As union members alone, you have seen your rights eroded—thanks primarily to Reagan’s appointments to the Supreme Court and the National Labor Relations Board.

Decisions of these two bodies will be handed down for years, not just the four years of a Presidential term of office. And, the truth is that neutral, objective representatives are not being appointed. Reagan is appointing people dedicated to the destruction of the labor movement—people like Hugh Reilly at the NLRB, who served on the National Right to Work Committee.

And, the decisions they have recently handed down are a good preview of what we have in store. The Supreme Court’s Hillard decision is one of the best available examples. In that case, the Court ruled that companies could declare bankruptcy and void their labor agreements, if they merely showed that the contracts were burdensome.

We are seeking through legislation to put an end to this. We are seeking to elect a President more representative of all Americans, not just the wealthy.
Delegates and Speakers at 1984 Conferences
Is Labor a "Special" Interest?
by John Kelly
International President

Walter Mondale has been pointed to, somewhat scornfully, as the candidate of special interests. By "special interests" other political candidates invariably mean the labor movement, as if being a "special interest" were repugnant.

The truth is that the labor movement has always represented "special" interests, has never disguised that fact, and has always been proud of it.

First and foremost, a labor union like the Office and Professional Employees International Union represents its members. We represent our members through collective bargaining, grievance handling and arbitration, and where necessary through legislative action.

We are dedicated to obtaining fair and equal treatment for our members, winning a higher standard of living for our members, to defending our members against discrimination.

But, the labor movement and OPEIU want fair and equal treatment for all working people, not just our members. To obtain that, the many unions have joined together in the AFL-CIO so that through our combined strength we could effectively lobby for and support progressive legislation.

In lobbying for Social Security benefits we were not fighting for just our members. Trade unionists, in fact, were already protected through their bargained pension plans.

TVA Lawsuit
(Continued from page 1)

Wage for clerks, typists and secretaries—consists primarily of female employees.

Beginning in 1981, "TVA began to undertake a plan, program and campaign to limit, restrict, confine and check wage and salary increases," the lawsuit states.

Although OPEIU "vehemently protested" the changes in pay that TVA made for some 17,000 employees, the schedules were implemented. While the male-dominated groups received wage increases, the wages of the secretaries and clerks were frozen at the same level as the previous year.

In addition, new employees in the female schedule were given lower starting salaries, while new employees in the male schedules received higher pay than in the previous year.

The suit states that TVA "know, or should have known" that the new pay schedules would lead to increases for male-dominated schedules and for generally no increases to the female-dominated schedules, and TVA intended such a result.

It was primarily the unorganized—and specifically the elderly—who benefited.

Trade union members also were not the main beneficiaries of unemployment insurance for which unions fought long and hard, although during a layoff such benefits can mean the difference between food and hunger and whether or not the rent is paid.

When the labor movement joined together with civil rights activists to lobby and fight for an end to discrimination against blacks, Hispanics, women, it was to help far more than labor union members—although we clearly gained as well. But, we had the advantage of the labor agreement through which to gain redress.

In supporting food stamp programs, Medicare and Aid for Dependent Children, the labor movement fought to protect the rights of the poor. Trade unionists with work and collective bargaining agreements thankful could not qualify for the programs; their means were too high.

But, the labor movement, unlike the current U.S. administration, has always had the compassionate desire to see that no American suffers hunger or lack for medical care.

American labor has defended and lobbied for the Environment Protection Act, as well as the Occupational Safety and Health Act. These two pieces of legislation were meant to protect the environment for all Americans and the health of American workers—organized or unorganized—in the workplace.

Support for Medicare helps all the elderly—whether union or not.

Because of its belief in equal opportunity and the need for education, the labor unions were among the first to support public education—again a benefit to all.

The minimum wage law, another union-backed piece of legislation, clearly helps unorganized workers more than the organized who earn well above minimum wage.

Support for affirmative action programs and the Equal Rights Amendment benefited all women, whether union members or not. Equal pay for equal work had already been obtained in union contracts, yet trade unions lobbied for its enactment for all working women.

It's true then—American labor unions represent, support and defend the "special interests," which happen to include union members; workers; the elderly; minorities; women; the unemployed; the poor; consumers; families; children.

In short, the labor movement has supported and continues to support the majority of the people. It supports not only trade union members, but all working people. And, it supports those least able to support themselves—the poor, elderly and handicapped.

Yes, there are very special interests. And, neither are we ashamed of them, nor should be any of our candidates for public office.

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*Effective with the change in January 1981, prices in the above table reflect CPI's. The CPI's are based on the year 1982 = 100. Percentages shown have been converted to fit this new base for your information.

If you move, send your old and new addresses, including zip code and social security or social insurance number and Local Union number to: Return Corrections, Sec. Dirn., 815 16th Street, NW., Suite 604, Washington, D.C. 20006.