



# WHITE COLLAR

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

No. 413

April-May-June 1984



## OPEIU Educates Nationally



Pictured here are some of the delegates to the OPEIU Full-Time Staff Training Conference, held in Chicago, Illinois.

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 improve-

ments 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 shame at this time of concessionary bargaining and union-busting consultants, not to mention the anti-labor regime in Washington.

To give 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.

## OPEIU Sues TVA for Sex Discrimination



OPEIU announces TVA lawsuit at press conference. Pictured, sitting left-to-right, are OPEIU International President John Kelly, Member Judy Hutcheson and OPEIU General Counsel Joseph Finley. Left-to-right, seated, are OPEIU International Representative Jim Bloodworth; OPEIU Local 119 President Jeanne Farmer; Local 119 Representative Faye Orr; Linda Ross, attorney, Barrett and Ray; and Kathy Mays, OPEIU Local 268 representative.

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 sched-

(Continued on page 8)

## 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, Asher, Pavalon, Gittler, Greenfield and Seagall, Ltd.

International officers participating were President John Kelly; Secretary-Treasurer Roméo Corbeil, and Vice Presidents Billie Adams, Gilles Beauregard, Michael Goodwin, Gerald Iushewitz, H. R. Markusen, L. J. Sheridan, and Fred Trotter.

Director of Organization Mark Reader and Director of Research & Education Gwen Wells, who design, prepare and coordinate all educational programs, were there as well.

The following delegates attended from local unions. Local union numbers appear in parentheses: Jonice (Continued on page 4)

# LABOR'S CAMPAIGN FOR MONDALE



## Members Give \$100 to VOTE Fund

It is always important for each and every one of us to contribute to 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'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 Bloodworth; Maureen Bo; Jesse Bridgewater; Kathy Burton; John Connolly; Ann Coughlin; William Cox; John H. Finn; Elaine Harden; Frederick Heitman; Cynthia Holt; Jack W. Horner; Patricia Jeney; Lurene Johnson; Margaret Johnson; Edward Kahn; Bill Kirby; Jack Langford; William A. Lowe; Joseph McGee; Jean Ragland-McMahan; Norma Martin; Lorraine Merli; Judy Moore; Theresa Nylin; Doris Pentz; Jay Pirro; Mark Reader; Norine Rembowski; Lnis Swanstrom; Michael Walker; Gwen Wells; Frank Wenger; Executive Board, OPEIU Local No. 33; and Executive Board, OPEIU Local No. 35. Local Union Employees

Ennies Berke; John Brady; Molly Carlberg; Thomas Havriluk; John Hazel; Benjamin C. Hobbs; Gene Holt; Joseph L. McGee, Jr.; Lance A. Meir; Michael L. Richards; Joe Rohison; Wayne Shelton; Darlene Sobieck; Kirk D. Stanford; John A. Swadner; Patrick J. Tully; Ronald Unger; and Don Wright.

### International Officers

Billie D. Adams; Roméo Corbeil; Michael Goodwin; John Kelly; Gary Kirkland; James E. Mahoney; H. R. Markusen; J. B. Moss; 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.

# Mondale's Record Strong on Key Worker Issues

*This article deals with gut issues of the 1984 presidential election campaign as they affect America's workers and their unions. 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 decisive factor in organized labor's support 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, before endorsing Mondale, looked closely at his policies, examining not only what he had said, but also what he has done—and at his specific ideas for the future of the nation under his leadership.

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—both in philosophy and in action—on the issues that deeply concern workers and their families.

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

The damage 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 share 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 and cut the federal programs to do the job, gutting 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 tax 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 destroy 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 that paralleled 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 by the sky-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 has called for credit controls to help keep mortgage rates down, relief from mortgage foreclosures for the jobless, and government assistance in building housing for the needy.

In his policies, Mondale stresses the link between the Reagan budget deficits and interest rates and their impact on home ownership and on construction employment. He proposes controlling the deficit through genuine tax reforms and a more moderate growth in defense spending.

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

An upward explosion in premiums for private health insurance plans has prompted 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 eyeing even deeper cuts in the Medicare system.

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

Mondale, in contrast, actively supports cost containment legislation to slow the increases in hospital costs and 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, workers are also worried about the health of the nation's educational system.

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

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

The Reagan Administration has gutted federal education programs, including sharp 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 programs and insure 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 other federal programs.

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

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President

ROMEO CORBEIL  
Secretary-Treasurer

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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, constantly filtering 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, relative to their size, any toxin (poison) 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: printer'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, most 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 fur-felt 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, bismuth, uranium, thallium, and compounds of silver and copper.

Solvents are widely used in industry in thinners, cleansers and degreasing agents. The main route solvents take to get into your body is by inhalation of vapors. These 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.



### Washington Window

## 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 run the store as before.

Of the store's 34 workers, most of them longtime employees, only eight were rehired on the condition that they quit the union. The remaining jobs went to new hires.

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

The union on March 3, 1983, filed unfair labor practice charges against the "new" and "former" owners. The union also sought injunctive relief under an emergency provision of the NLRA to force the company to rehire the 26 fired employees and restore the contract 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 NLRA's emergency Section 10(j) provision has gone unanswered by the NLRB 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 whose "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 on 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 then about the law or about their union 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 appointees gained 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 evenhandedness, 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

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Allen (32); Alfretta Ardabell (457); Betty Barker (393); Janice Best (Central Ontario Council); Robert J. Breen (600); George Bonebrake (487); V. Earl Brown (179); Joseph Burbach (35); Judy Burnick (35); Nancy Burrows (391); Donna Cahill (153); Molly Carlberg (8); Joe Carlton (391); Miriam D. Colon (402); Carolyn Combs (391); John J. Connolly (600);

Phyllis Day (6); Emmett Etheredge (2); Paul Greenspan (153); William Hannibal (505); June Harrah (67); Steve Hartmann (95); John Hazel (2); John Heffernan (153); Gene Holt (9); Rudy Honeyman (444); Douglas Kigar (19); Rita Kittle (5); Jim LaPlant (19); Francis LeRoy, Jr. (19); Kathy Maddison (343); David Maki (397); Frances Marx (393); Marvin Masters (444); Dennis McDowell (39); Daniel McShain (2);

Donald Mohamed (19); Kathleen Kocan Moore (2); Sandy Mueller (35); Vinya Neal (505); Karen Perryman (1); Karen Porter (494); Carolyn Rick (393); Joseph Robison (9); Dulcey Russell (1); Richard Schoenberger (522); Gerald Skrzeczkowski (212); John Swadner (12); William J. Taylor (28); Jeanlean Thomas (391); Michael Thompson (153); Patrick Tully (32); Ron Unger (14); Marietta Vickrey (393); Ellen Walker (505); Sandra Wasieleski (35); Glen V. Watkins (437); Martin Williams (457); Jan Windrem (542); Don Wright (277); Judith Zenk (23); and Paul Zientek (35).



Additional delegates to the training for full-time officers and staff are pictured here.

## OPEIU Educates on Collective Bargaining

Because of the current crisis in labor relations in this country—the phenomenon of concessionary bargaining and givebacks, union-busting consultants, and the regressive anti-union legislative attack—regional conferences dealt exclusively with collective bargaining and negotiations techniques.

It was recognized that for our members to hold on to the protections they had gained throughout years of bargaining, they frequently needed to improve their negotiations skills. They needed to learn the art of compromise, using caucuses, using mediation as a technique, recognizing when settlement was reached, and of avoiding a strike.

It was further recognized that considering recent National Labor Relations Board and Supreme Court rulings as well as anti-union legislative action, the only sure protections our members might obtain would be in the contract.

Therefore, all of the regional conferences met for two-and-one-half days to discuss negotiations techniques. Although there was classroom instruction on topics such as research for bargaining, costing out contracts, concessionary health care bargaining, and the like, the focal point of each program was simulated bargaining.

Union and management teams were assigned. Each group was given a set of facts about the fictitious company's financial assets, the personalities involved in bargaining, etc. And, each group was given approximately five issues on which to reach agreement.

In most cases a settlement was achieved, sometimes after bargaining late into the evening or after a contract extension or following mediation sessions. Unfortunately, there was at least one strike at each conference and a company lockout at only one.

Instructors from area colleges had each bargaining team report its settlement and provide self-criticism of its negotiations attempts. The instructors then followed with a point-by-point analysis of each of the groups, sometimes with videotaped segments to illustrate.

Participants indicated at each conference that they had found the mock negotiations with critiques highly educational as well as entertaining. Classroom instruction frequently enhanced demonstrations.

Following is a report of the instructors, program and participants at each of the conferences.

### 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 negotiations 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 Braconi, Bruce Poyer and Marlene Kim.

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

From Local 8 in Seattle the following attended: Maureen Bo; Molly Carlberg; Jay Dexter; Nancy Kildall; Joseph McGee, 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, Theresa Farina, and Mary Sayles.

Delegates participating from Oakland's Local 29 were Alice Bartley; Marion Beacham; Margit Birge; Yolanda Espinosa; Marcella Farinha; Kathy Farmer; Leo Handy, Jr.; Leonard Hankton; Beth Kean; Audrey Knowles; JoAnne Lawrence; Elois Oakley; Sandryna Otto; Carol Quillen; Karen Reed; Gary Spedowski; Carol Thornton; and Edna Winston.

The second morning of the San Francisco program U.S. Congresswoman 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. Instruction 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

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# 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 costing out the contract, while Instructor George Hennigan 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 Ayer, Brenda Dempsey, Doris Frisco, Bill Hawkins and Irene Summerfield from Local 17; Gary Contat, Sharon Homier, Douglas Kigar, H. James La Plante, Francis Leroy, Donald Mohamed, James Quilter and Judy Theisen from Local 19; Susan Gove from Local 33;

Evelyn Brooks, Mary Craig, Marilyn Poland and Ann Stokes from Local 42; Joe Hammer, Beverly Malicki and Dick Rahm from Local 55; Becky Chandler, Donna D'Amico, June Harrah, Ernestine Jones and John Matthews from Local 67; Gerri Hamilton and Pat Szmansky from Local 212; Catherine Lewis from Local 333; Laura Berry, Gwen Caldwell, Karen Conner, and Lois Mills from Local 339;

Shirley McLaughlin and Jay Porcaro from Local 352; Betty Barker, Glenda Hammonds, Sue Linn, Frances Marx, Evelyn Musgroves, Marge Selman, Dawn Stankovic and Marietta Vickery from Local 393; Patricia Barclay, Dennis Hill and John Smith from Local 422; Alfretta Ardahell and Pat Jeney from Local 457;

Sharon Gillison, Tony Hunter, Joseph Marutiak, Pat Trudgen and Meiken Vander-Warden from Local 459; Dorothy Dale and Judy White from Local 471; Madge Cruce; Sharon Fowler and Helen Mitchell from Local 494; Dennis Bescak, Martha Lermond, Anne Ludlow, Rebecca Luedeke and Betty Radunsky from Local 502;

Gloria Bradley, Ardella Johnson, JoAnn Jones, Donna Ramsey, Cathy Reisinger, Gisela Sigman, Jerri Thompson and Janice Tomasek from Local 513; Jack Finn; Sheila Jeffrey and Rosanna Knickerbocker from Local 517; Eileen Benjamin and Linda Mills from Local 518; Vivian Grubbs, Myrna Ketcham, Leola Onspaugh, Berthina Palmer, Josephine Redlin and Nancy Webb from Local 1794.

## Northeast Conference



OPEIU Secretary-Treasurer Roméo Corbeil 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 Mahoney 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 100 Club—those contributors who donate at least \$100 each year to VOTE.



A mock negotiations team prepares for bargaining.

and his local union also provided an evening full of culture and history at the Kennedy Library. On that evening participants had the exceptional opportunity of having the Library to themselves.

They watched films on the lives of President John F. Kennedy and his brother Robert F. Kennedy, toured the mammoth structure which detailed the lives and careers of the Kennedys, and finished with a buffet dinner overlooking the bay.

But, more important was the instruction, provided by the University of Massachusetts, Institute for Labor Affairs. As at all other conference participants became immersed in their mock negotiations roles, sometimes working into the evening—by choice—to achieve settlement.

Congressman Barney Frank addressed the OPEIU representatives on the second day, covering labor's legislative agenda and the need for involvement in the primary process and the general election. He stressed the need to elect politicians who care for all the people, not just the corporations and wealthy.

Business Representative Tom Havriluk from New York City's Local 153 won the VOTE raffle. He, like Robison at the Full-Time Staff Conference, donated the money back to the fund to enable the union to protect its members through legislation and the election of compassionate political candidates.

Delegates to the Northeast Conference were Frank Lawler, Ellen Scott and Linda Smith from Local 2; Dick Brennan, Phyllis Day, Michelle Gordon, Don McGrail, Debbie Nicholes, Paul O'Donnell, James Tobin and Ann Weatherhead from Local 6; Lorraine Merli from Local 14; Rose Roses from Local 20; Janice Allen, Leonard Judd, Novella Shearin and Pat Tully from Local 32.

Paul Bruno, Sara Cheney, Stephen Hancock and Joe Quattromani from Local 106; Joan Bentley, Bernadette Cassidy, Vice President Michael Goodwin, Tom Havriluk, Susan Higgins, Pat Hoffman, Richard Lanigan, Ruth Pelletier, Claire Pluff and Judith Sharpe from Local 153; Jeannie Emerson, Mardie LePage and Peggy Paige from Local 180; Douglas Adams, Jean Babbidge, Alan Higgins and Terrie MacDonald from Local 192.

Dom Formisano, Ralph Limmer and Roslyn Limmer from Local 210; James Boutot from Local 232; Bob Brouillette and George Coppez from Local 247; Mary Fortier and Linda LeVerdieri from Local 260; William Dupreis from Local 269; Jackie Hetherington and Betty Lord from Local 426; Gary Hodge from Local 442; Thomas Lawnsby, Richard Russell, Jim Sullivan and Leonard Walsh from Local 453 and Robert Breen, Jack Connolly and Roger Tobin from Local 600.

## Southeast/Southwest Conference



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

The final conference of the season took place in New Orleans, Louisiana, from May 2-5, 1984, where the opening morning Local 60 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 Judith Catlett taught them to use statistics to their advantage and to cost out contract items (e.g., wages and fringes).

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 handbill an unorganized shipping company. The region had requested assistance since management at a firm we do represent consistently argues in negotiations that these competing and unorganized firms pay much lower wages. One solution, of course, is to organize those firms.

Nearly half of the delegates demonstrated their dedication to the union, to fellow trade unionists and to working people by leafletting "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 Addison (277); Leonora Ambrose (87); Sharon Anello (46); Linda Blakely (437); Linda Boulton (46); Leo Bourgeois, Jr. (87); Wofford G. Boyd (233); Lester Burns (437); Arthur Busse (268); Lynn Cockrell (129); Jim Compton (87); Dalton Cooper (268);

Mary Crayton (60); Thelma Everett (60); Barbara Fallis (330); Jeanne Farmer (119); Pam Gay (306); Ervin Hoeldtke (277); Charlotte Howard (119); Phyllis Jackson (277); Ronnie Jones (277); Sara Love (119); Florence McCamy (27); Norma Martin (277);

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# OPEIU Educates Local Members



Southeast/Southwest delegates learn to cost out contract proposals—wages and fringe benefits.

(Continued from page 5)

Katherine Mays (268); Bobby Mills (465); Vice President J. B. Moss (277); Lucille Murphy (437);

Marilyn Oldham (306); Brenda Patton (381); Billie Pearce (277); Linda Smith (381); Ruth Stanley (21); Jean Taylor (87); Barbara Trahan (129); Howard Turberville, Sr. (52); Evangeline Vassallo (27); Ed Vaughn (119); Margie Villarreal; Ron Voelker (437); Julie Walls (60); Glen Watkins (437); Cheryl West (381); Don Wright (277) and Bobbie Young (119).

## Blues Locals Convene



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



Milwaukee's Local 9 delegates exchange information on their problems, achievements and needs.

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 153 (New York City) were represented. International Staff Mark Reader, Gwen Wells, and Michael Walker were also present. Judy Burnick, Local 35 (Milwaukee) observed.

### 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 ain't seen 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 reduction been itself 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.



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 *Bildisco* 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 have this case reversed, just as we are seeking to elect a President more representative of all Americans, not just the wealthy.

## 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 Jan Eakle and Helen Bowden; Members Joyce Olson, Beth Magidson, Fabian "Joe" Baez, Rebecca Stanton, Dane Vallis, Iris Flowers, Eileen Preston, Ruth Harless, and Rick Gerharter. OPEIU International Representative Jesse Bridgewater, who assisted throughout negotiations, is standing on the left.

# 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 strengths 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)

rule—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 "knew, 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 benefitted.

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, Medicaid and Aid for Dependent Children, the labor movement fought to protect the rights of the poor. Trade unionists with work and collective bargaining agreements thankfully 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 lacks 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 benefitted 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, these are very special interests. And, neither are we ashamed of them, nor should be any of our candidates for public office.

#### U.S. Price Index

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

1982	
October	293.6
November	293.2
December	292.0
1983	
January	292.1
February	292.3
March	293.0
April	294.9
May	296.3
June	297.2
July	298.2
August	299.5
September	300.8
October	301.3
November	301.4
December	301.5
1984	
January	302.7
February	303.3
March	303.3

#### Canadian Index\*

Statistics Canada  
New Base 1981 = 100

1982	
October	113.6
November	114.4
December	114.4
1983	
January	114.1
February	114.6
March	115.8
April	115.8
May	116.1
June	117.4
July	117.9
August	118.5
September	118.5
October	119.2
November	119.2
December	119.6
1984	
January	120.2
February	120.9
March	121.2

\*Effective with the release of the January 1983 index, the official time base for the Canadian CPI has been converted from 1971 = 100 to 1981 = 100. All figures — 1981 through 1983 — have been converted to this new base, for your information.

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