



WHITE COLLAR

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

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Union members earn \$100 a week more than non-union workers

In case you missed the report from the AFL-CIO, a new survey finds (proves) that non-union pay is one-third less than union pay. That is, a union contract was worth more than \$100 a week to the average worker last year. Full-time wage and salary workers represented by unions got paid an average of one-third more than their non-union counterparts.

That's what the Bureau of Labor Statistics at the Department of Labor found through the monthly census survey of 60,000 households which provides the basic information on the nation's labor force.

For 1984, the 21.6 percent of the workforce represented by unions were paid an average of \$404 a week compared with the \$303 average for the non-union workforce.

That's consistent with the 1983 report, the first year of the detailed BLS survey, which showed a \$98-a-week differential.

If the value of fringe benefits were included—an area in which unions have been pacesetters—the dollar advantage of union contracts would be greater.

Minorities benefit

The 1984 tally also shows that the gap between union and non-union pay is even higher among minorities.

Blacks covered by a union contract averaged \$352 a week compared with \$236 for those without union protection. Among Hispanics, the union average was \$346 compared with \$236 for the non-union group.

Among women generally, those represented by unions average \$301 and those without a union averaged \$218.

The data show the union advantage persisting even in recession-hit and import-battered industries where wages were held down or sometimes even rolled back to enable an employer to stay in business.

Two earlier samplings—in May of 1980 and 1977

—showed comparable paycheck advantage of union representation.

The 1980 average of \$320 a week for union-represented workers was a \$42-a-week advantage. In 1977, the \$262 union average was \$41 more than for the non-union group.

By industry, construction has the biggest differential. Last year, the union segment averaged \$539 a

week to \$306 for the non-union construction workers. Service occupations had a \$384 average under union contracts and \$191 without union representation.

Government workers represented by unions had a \$404 to \$338 advantage and the retail trade comparison was \$339 to \$225.

The statistics speak for themselves.

Local 32 wins two new units and contracts

Newark, New Jersey's Local 32 has a well-deserved reputation as an aggressive local union, one that organizes new members when other locals are content to remain stagnant or even to decrease in size, one that fights for its members in grievance handling and at the bargaining table.

The past year—1984—was no different for Local 32 that organized several new units, thereby bringing collective bargaining and job protection to hundreds of white collar workers. Just two of those units recently won their first OPEIU contracts. Following is a report on those new agreements.

Township of Montclair

"Recently we were successful in winning a two-year contract with the Township of Montclair, New Jersey. And, we wish to express our special thanks to Mayor James Ramsey who made it possible for successful negotiations to take place," said Local 32 Business Manager Pat Tully.

Just one of the ingredients Tully reported in the



Pictured (left-to-right) here are Local 32 Business Manager Pat Tully, Montclair Mayor James Ramsey, and the Township's Personnel Officer Sandra Kirk.

package was a more than 16 percent wage increase over the contract life. Also improvements were gained in personal days and a new dental plan.

The Township agreed to agency shop and a fair representation clause, which will, for the first time, cover all employees. All employees, therefore, will share in the costs of representation, as well as its many benefits.

The negotiating members were Dick Bryant, Bobbie Comer, Harriet Cornine, Ruth Reynolds, Pat Stoute and Shirley Speer. Tully assisted.

Monmouth College

In November 1984, the membership of Local 32 at Monmouth College overwhelmingly approved a two-year agreement. This is a first contract for these people and we feel that it is an excellent agreement, to which we plan many improvements over the years, Tully said.

Wages won in the first year were \$750 added to all current rates. And, effective July 1985, 6.5 percent will be added to employees' wages, plus a modified longevity formula.

(Continued on page 5)

Canadians convene at OFL



OPEIU delegates to the last Ontario Federation of Labour convention, seated (left-to-right) are Gilles Beauregard, International Vice-President and representing Local 468; Marilyn Cole (Local 131); Adrien Cyr (Local 151); Joyce Rosenthal (Local 343); Debbie Stickle (Local 343); Rita Naidopoulous (Local 343); Donna Faught (Local 26); and Claire Guilbault (Local 491). Standing (left-to-right) are Bonnie Suni (Local 521); Kathy Maddison (Local 347); Patti Clancy (Local 343); Margaret Klym (Local 473); Mary Garbutt (Local 81); Louise Laporte (Local 225); and Rick Thomas (Local 468). Attending but not pictured: Emil Stencer, representing Local 81, and Larry Kopchanski, representing Local 386. (See related story page 6.)

See recent contract settlements on page five

Comparable worth: *New York Times* and OPEIU agree

On January 14, 1985, OPEIU International President John Kelly responded to a January 2nd *New York Times* editorial in support of comparable worth. Both the editorial and response appear below.

Kelly said also that OPEIU had joined with the AFL-CIO and other trade unions in the

State of Washington suit to gain comparable worth for the many employees working for that state's government. It would be the first major victory won by unions and women on the issue.

He said, too, that OPEIU would continue to fight for the concept through collective bargaining agreements, legislation, and in the courts.

**Dear
President
Kelly**

The following are letters received by OPEIU President John Kelly. We thought you would be interested in their content.

You are encouraged to send your own letters for publication—to express approval or disapproval of a union position. Only through communication can we learn your wishes and needs. Only through an exchange of ideas can we hope to see the union grow, improve and prosper.

Fair representation

I attended the C level grievance hearing of Ms., December 7, 1984, in Knoxville as a witness on her behalf and the behalf of OPEIU.

I have been a member of Local 52 for nine years; served as job steward for approximately two years. In the past nine years I have never witnessed the effort put forth to help a union member in time of need as did our Business Agent Howard Turberville and International Representative Faye Orr, whatever the outcome might be.

It was a very good feeling to know we have people like Mr. Turberville and Ms. Orr helping us and helping to make a much stronger OPEIU. We need to feel the support from these representatives very much. We need to know that not only our business agent is behind us but our International also. I again want to applaud Mr. Turberville and Ms. Orr for a job well done.

I would also like to mention I was very impressed when International Vice President Jim Bloodworth came by on his own time to offer his support to each of us the night before the hearing. This is the kind of union I am proud to be a part of.

Jennell B. Yarbrough
Local 52
Muscle Shoals, Alabama

Pay equity

Thank you for renewing your membership with the National Committee on Pay Equity as a sustaining organization. I am pleased that so many members are continuing their support to the work of the NCPE and that many new organizations and individuals are joining us. To date, we have 228 members, as compared with 150 last year and the number is increasing daily.

It is because of our members' contributions and expertise that we have been able to help make pay equity the political issue it is today. Pay equity is now being addressed in many arenas, including state legislatures, the U.S. Congress, collective bargaining agreements and the media. It is by increasing the public's awareness of our goals and enlisting its support, that we will achieve an end to unlawful wage discrimination against women and minorities.

Thank you again for your continued interest and most helpful support to NCPE.

Nancy Reder, Chair
National Committee on Pay Equity

Union solidarity

Please accept my thanks for the generous contribution of the Office and Professional Employees International Union to the Nevada Strike Assistance Fund. No one is more aware than I am of the many demands on your treasury and I am most grateful for your response to my request for support.

Our strength and unity in the face of this challenge is unshakable. I am convinced that our stand in Las Vegas will ultimately benefit the entire labor movement.

Please convey to your membership my personal thanks, as well as the gratitude of our 17,000 brothers and sisters in Las Vegas. Your support is critical to their success—not only in terms of its financial consequences but, perhaps of more significance, is its expression of our solidarity.

Edward Hanley, General President
Hotel Employees & Restaurant
Employees International Union

Not 'Worth,' Maybe, but Equity

There's been a storm of confusion in the last year about something called "comparable worth." That's been the slogan of those who think men and women performing nominally different jobs should receive equal pay if those jobs are of "comparable" value to an employer. The idea has become so controversial that the phrase itself is probably no longer useful.

For some, "comparable worth" conjures up a nightmare, a wholesale reordering of all jobs so that the "worth" of nurses, say, is compared to that of nuclear physicists. Others find the underlying concept more palatable when it's described as "pay equity." What should count underneath the swirl is sex discrimination, the often surprisingly crude and tenacious effort to pay women less than men for similar work.

Normally, pay levels are and should be determined by supply and demand in the job market. But sometimes women have had their wages depressed because the work they do, while truly comparable to that done by men for the same employer, is classified as something else. That is the condition that gave rise to a legal theory of "comparable worth," a measure by which such discrimination might be rooted out.

The theory got its biggest boost in 1983 from Federal Judge Jack Tanner, who concluded that the state of Washington had practiced illegal discrimination by segregating differently paid jobs by sex where sex was not a legitimate qualification. Female dental assistants, for example, were paid 20 percent less than predominantly male X-ray technicians. "Barbers" were paid 5 percent more than "beauticians" by state institutions. Mostly male counselors at correctional institutions were paid 8 percent more than mostly female counselors at mental institutions.

Start Pay Equity In Public Jobs

To the Editor:

You are to be applauded not only for supporting the principle of equal pay for jobs of comparable worth, or "pay equity," but in particular for declaring that the issue is really about ending wage discrimination against women ("Not 'Worth,' Maybe, but Equity," editorial, Jan. 2).

Since the majority — some 60 percent — of our white-collar members are women, we have been trying for a decade or more to clarify this issue for what it really is and to win pay parity for all workers, but particularly for women.

We and other unions have had some success with pay equity at the bargaining table, but employers have

stubbornly resisted it on the false ground that comparable work is much more vague and complex than equal pay for identical work. You make it clear that "comparable work" is just as simple.

I would like to propose that the place to break through to pay equity is for women working in Federal, state, city and county jobs. Legislatures and administrations on all levels of government can move quickly because they can be sure of support from working women voters and their husbands. Once a few major governmental "pay equity" precedents are established, women working in the private sector will find it easier to win the same overdue right.

JOHN KELLY
New York, Jan. 3, 1985

The writer is president of the Office and Professional Employees International Union.

But no such theory can overcome the much less deliberate, socially rooted patterns of segregation. A generation ago, for example, because they were mostly barred from many fields, women were much more likely than men to become teachers, nurses or stenographers. The remedy for that kind of segregation is to keep expanding women's opportunities in other lines of work and to let the market determine the "worth" of men and women alike.

Our error

We inadvertently omitted where you should mail your answers to our newspaper survey.

Please send them to
**OPEIU Education Dept.
265 West 14th Street
New York, N.Y. 10011**

Thank you

WHITE COLLAR

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

JOHN KELLY
President

ROMEO CORBEIL
Secretary-Treasurer

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GWEN WELLS
Managing Editor



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Work and Health
by Press Associates, Inc.

Controlling High Blood Pressure

by Phillip L. Polakoff, M.D.

Blood pressure is the force exerted by the blood against the walls of the vessel. This pressure varies during the course of a day. As you might expect, it is lower during rest or quiet activity, and may spurt up during a sudden burst of activity such as running to catch a bus or exercising.

If your blood pressure is persistently elevated over what is considered normal, your doctor probably will tell you you have hypertension—or high blood pressure.

There is some disagreement about how high is too high. The normal adult average, however, ranges from 100/85 to 135/90.

The higher of the two numbers in a blood pressure reading refers to the maximum force that occurs *with* the heartbeat. The second or lower number reflects the lowest amount of pressure that occurs *between* heartbeats. The higher number is the systolic pressure; the lower number, the diastolic pressure. The numbers are read off a column of mercury or a pressure dial when an inflatable cuff is tightened around your upper arm, momentarily blocking the flow of blood through the main artery of the arm, then slowly released. The person taking the blood pressure listens through a stethoscope for the sounds of the blood flow—from cutoff to the fully dilated artery—and notes these points on a gauge.

An estimated 35 million Americans have hypertension. In the great majority of cases, the cause is unknown. Doctors refer to this most common form of the disease as primary or essential hypertension.

However, in unusual instances, high blood pressure may be caused by kidney disease, tumor or some other identifiable cause. This is known as secondary hypertension, and treating the underlying cause usually will relieve the high blood pressure.

Although the cause of primary hypertension is unknown, a number of factors appear to increase the risk of developing it. Some of these factors are beyond your control—your age (blood pressure tends to rise as we get older), a family history of high blood pressure or strokes at an early age. Other risk factors you can do something about include cigarette smoking, obesity, and excessive salt intake.

Stopping smoking, losing weight, and cutting your salt intake will not necessarily keep you from developing high blood pressure. But such measures of self-discipline may be sufficient to prevent borderline measurements from jumping up into the frankly hypertensive range. This is especially important for young adults whose readings may be in the higher end of the normal range.

It is difficult to put specific numbers on what is a normal range. Generally, a diastolic pressure above 95 in an otherwise healthy adult is regarded as suspiciously high. A reading of 140/100 usually would be diagnosed as hypertension that should be treated. Many experts believe that any diastolic pressure that is consistently over 95 should be treated.

Treatment of hypertension has undergone dramatic changes over the last few years with the development of dozens of effective antihypertensive drugs. The three major categories of these drugs are:

- Diuretics ("water pills") that rid the body of excessive salt and reduce the volume of blood that must be pumped through the narrow blood vessels, thus relieving some of the pressure on them;
- Beta blockers and other agents that act on the nervous system to stem the outflow of impulses from the brain that cause blood vessels to constrict or work elsewhere to block their effect;
- Vasodilators, which act directly on the muscles in the blood vessel walls, allowing them to relax and expand, or "dilate."

These drugs may be prescribed singly or in combination. This flexibility available to the doctor enables him or her to "fine tune" a treatment for individual patients in order to eliminate, or minimize, any possible side effects.

Treatment is usually for life. But if high blood pressure is brought down to normal and kept there, the patient can expect to live a normal life with no major interference in day-to-day activities.



Hunger is on the increase in the United States, despite economic recovery, according to a survey of food programs by the non-profit Food Research and Action Center. The millions left unemployed, the rising number of poor and inadequate federal and state food programs were cited as reasons more Americans have turned to private food programs. This scene shows a food center in Baltimore.

Washington Window

Despite recovery, hunger rises in America

"The need for emergency food aid seems a bottomless pit. Increased resources in late fall of '83 and winter of '84 let us feed a greater number of people, but we could detect no decrease in the need. How can you estimate how much of a hole you have filled, when you cannot find the bottom?"

This expression of frustration from a volunteer with an emergency food pantry in Kensington, Calif., is just one of many received by the Food Research and Action Center during a recent survey on hunger in America.

FRAC surveyed nearly 300 private emergency feeding programs in 36 states and the District of Columbia to "reconcile two seemingly contradictory sets of realities."

On the one hand, inflation is down, and "economic recovery" is being heralded by the Reagan Administration. On the other hand, the number of Americans living at or below the poverty line is at an all-time high of 35.3 million persons, with another 12 million near the poverty level. Meanwhile, only about 46 percent of eligible households are reached by the federal food stamp program, whose benefits have not substantially increased over the last year.

So what FRAC tried to discover was whether the benefits of the recovery are reaching low-income households and whether the soaring demand for food assistance during the recession has actually eased.

In "Bitter Harvest: A Status Report on the Need for Emergency Food Assistance in America," FRAC reports that, for "many persons in cities and rural areas of this country, the economic recovery is a fiction, not a reality."

Between 1983 and 1984, the average monthly number of households served by the programs surveyed increased nationally by 20.4 percent. In 1983, 151,262 households were served each month, compared with 182,128 households in 1984.

More than 61 percent of the nearly 300 feeding programs said that families with children accounted for more than 50 percent of those requesting aid. About 71 percent said that private charity cannot meet the current need for emergency food assistance.

Nearly 84 percent said they received referrals for food aid from public agencies—welfare and food stamp officials and health departments.

Most of the comments from people working in the feeding programs reflect anguish at too few resources to meet the demand for food:

- From Elsa Young of the Mount Saint Helping Hand program in Snoqualmie, Wash.: "We don't have all the vegetables and protein that we need, but we have been able to help senior citizens and single people. Where we fall short is in helping families of 6 or 8 where there are small children and growing youth."

- From Sister Carole Tybickie of the Franciscan Center in Baltimore, Md.: "Our 15 years of existence and our extensive statistics prove that the plight of the poor, hungry and homeless is ever on the rise, despite reports of the 'economic recovery' we are supposedly experiencing."

- From Father Donald Knapp of Grace Episcopal Church in Allentown, Pa.: "We can't meet the real need these people have for jobs and income increases. The elderly poor, just can't make it. There is a despair about food aid help. We can't agree with the Social Darwinism of this Administration."

- From Jo Call, executive director of the Rutherford County Emergency Food Bank in Murfreesboro, Tenn.: "We assisted 865 families during 1980 and 5,734 in 1983. Someone surely is not better off than four years ago."

- From Betty Stouffer of the Heights Emergency Food Center in Cleveland, Ohio: "... (W)e are well aware that a 3 to 4-day supply of food doesn't fully meet the needs of our clients. In the last year, a large number of our clients (up to 60 percent) have run out of unemployment and are now on welfare. They are unable to find work and are very discouraged. Most have never been on welfare in their lives."

During the election campaign, stories highlighting the economic recovery served the Reagan Administration well by drawing attention away from the poor and millions of unemployed.

Now that the election is over, the FRAC survey underlines the nation's responsibility to remember those who have been left out.

AMERICAN IS BEAUTIFUL
Buy American... and look for the Union Label

UNION LABEL AND SERVICE TRADES DEPARTMENT, AFL-CIO

President John Kelly

Issues facing white collar workers

(Continued from page 8)

enforced by the very technology itself.

Productivity has vastly increased with the use of the new technology. Shareholders may share in these increases, but workers rarely do.

Another side of the office automation revolution is the ability to decentralize operations through computer homework or telecommunications. It's a great and wondrous thing that a corporation can install a personal computer in an employee's house and say, "Here you are, Harry. Now you don't even have to travel to your job. Do it in the comfort of your own home. Work it around caring for your children and home. We don't even care if your children, mother-in-law or grandfather help out, as long as you meet your quotas (or, since you are paid by the piece of work you produce)."

That's cottage industry, 1984 style. Big Brother's in the home. No protection against child labor. The new technology's capability to be placed anywhere (even overseas) and the vastly improved productivity will ultimately deprive the American workplace of many jobs, when America is already trying to cope with the problem of worker displacement from manufacturing industries.

While the number of jobs in the service industries are currently increasing, there is disturbing evidence that service industries tend to create a disproportionate number of high-wage, high-skill white collar jobs on the one hand, low skill jobs on the other, lacking the strong middle characteristic of manufacturing employment.

If the bulk of future job growth will be either at the low or high ends of the income and skills scale, there is real danger of a declining standard of living for many of our citizens. There is a danger of serious structural unemployment. There is danger of fewer and fewer citizens with the buying power on which corporations depend.

The conventional wisdom holds out that the service sector and particularly the technology industries hold out the promise of effortless expansion in international markets and endless job growth. The facts are less comfortable. We have, however, the opportunity—management, labor unions, government and educators, to formulate policies that will maintain the international competitiveness of our service industries and maximize their job creation potential, to develop training programs, to introduce technology in a humane and profitable manner. If we fail to meet this challenge, we risk eventually duplicating in the service sector the crisis we now face in manufacturing.

Concessions and two-tier wage system

There is no question that during the recession many companies failed. Many others, working with their unions and workers, negotiated concessionary agreements to keep the companies afloat and weather the recessionary storm. Such arrangements were to the benefit of both parties. It protected the industries and its shareholders, as well as saving thousands of jobs.

To make savings, however, some industries insisted upon (and received) two-tier wage agreements. Such arrangements have a negative impact on both unions and employers in the long run.

There is no question that the agreements played into the hands of those employers who have long used "divide and conquer" techniques in their efforts to thwart union/worker solidarity. By creating an economic underclass that labors under different conditions, a "self" rather than a collective ideology has been developed within the bargaining unit.

Two-tier agreements are fundamentally different from concession bargaining contracts under which all unit members share lower wages and benefits, or labor under less protective work rules.

In cases where labor unions have faced concession demands without resorting to two-tier proposals, whether or not a particular union has been successful in overcoming a specific problem, membership unity has usually been enhanced.

Where two-tier agreements have been the result of concession bargaining, one group of union members carries a much greater burden than another of the costs associated with a concession bargaining defeat. The unavoidable result is a decrease in worker productivity.

The short run logic of two-tier agreements represent an easy solution to a difficult problem. But, in the longer term, these agreements will present both labor and management with serious problems. Workers inevitably will act on the reality that "you get what you pay for," and the reduced productivity that results may well outweigh any savings to management from lower wages.

Concessions and health care

Many industries also envisioned cutting back health care benefits or shifting the expense to their workers as another quick cost-savings measure. On this issue, the unions strongly resisted.

There is no question that the escalating cost of health care delivery in this country has gotten totally "out of hand." In 1983, we spent \$322 billion on health care. This averaged out to \$1,365 for every man, woman and child in the United States. For the first time, health care spending rose above 10 percent of our gross national product. If current trends continue, the U.S. Department of Health & Human Services projects that by 1990 the nation will spend a whopping \$756 billion in health care. That is approximately equal to what was spent on 1983's total federal budget.

However, workers and their use of the system are not the culprits; and therefore, should not be forced to choose between wages and health benefits. The real culprits—the soaring costs of a day in the hospital and dramatic increases in physician charges as well as the number of procedures they prescribe.

The truth is that the health care system is poorly managed and that incentives to make hospitals genuinely more cost conscious ought to be added to public and private health insurance programs. States need to establish their own cost containment plans within federal guidelines to limit the growth in hospital costs and physician fees.

Unfortunately too many employers seek instead to cut back health care benefits to reduce health care coverage. Many of them cite a study of the Rand Corporation as the basis of proposals to reduce health care costs by increasing workers' out-of-pocket payments. Although the results of this study appear to indicate that increasing deductibles and coinsurance payments produce short-term reductions in outpatient services, there is nothing known about whether reductions in utilization occurred in necessary or unnecessary services and what effect this will have on utilization of hospital care, the most expensive service in our health care system.

There are fortunately better and equally effective means to negotiate cuts in health costs without imposing higher out-of-pocket costs on workers. Unions have developed proposals when employers have demanded cutbacks. Just a few examples of some alternatives that have effectively reduced premium costs are alternative delivery, such as health maintenance organizations (HMOs) or preferred provider organizations (PPOs); second opinion programs; coordination of benefits; hospice care; fee negotiation; concurrent review; retrospective reviews; preadmission testing; and ambulatory surgery.

In summary, there is ample evidence that cost containment is possible without loss of high-quality benefits. This is clearly to the benefit of both the worker and the company and can easily be worked out between the parties, who can tailor-make a program to best suit their needs.

Comparable worth

Another issue facing industry and unions is comparable pay for work of comparable value—heralded by labor unions and women's organizations as the issue of the eighties. Already one court case in the State of Washington has been won by unions on the issue.

As you know, the concept is based on the fact that the great majority of women workers are concentrated in "women's job ghettos," i.e., in jobs that are predominantly occupied by women such as clerical, teaching, nursing. As a result, such positions are paid less than those that are predominantly male positions, simply because they are occupied by women.

Under comparable worth, jobs would be compared in terms of responsibility, skill, training, seniority, etc.—with no consideration of sex—and paid their worth to the employer.

For some "comparable worth" conjures up a nightmare, a wholesale reordering of all jobs so that the "worth" of nurses, say, is compared to that of nuclear physicists. Others find the underlying concept more palatable when it's described as "pay equity." But, what should count is sex discrimination, the effort to pay women less than men for similar work.

The concept is beginning to be enforced in the courts, and one major case is headed for the Supreme Court now. (See related article on page 2.)

Many employers as well as state and local governments are finding it easier and cheaper, however, to correct unfair pay schedules through collective bargaining than the courts. Many are reevaluating job classifications to see whether they betray discrimination. Deliberate discrimination between men and women by a single employer is impermissible.

But the comparable worth theory can't overcome the much less deliberate, socially rooted patterns of segregation. A generation ago, for example, because they were mostly barred from many fields, women were much more likely than men to become teachers, nurses or stenographers. The remedy for that kind of problem is for industry, government and unions alike to work together to expand women's opportunities.

I would just like to repeat—because of its importance—that it is far better for the unions and companies to negotiate comparable worth systems, which can be suited to their industry and needs, rather than to have them imposed from above by the courts.

Anti-union sentiment

And, there are those employers who have rejected the collective bargaining process altogether, seeking to prevent unionization through whatever means are available or seeking to oust long-established unions from their workplaces.

What employers are forgetting is the reason behind the establishment of unions in the first place and the reason they were readily accepted by both government and ultimately industry—they provide a democratic process for workers to act collectively to protect their rights. But, they also provide an organized, structural means for worker action.

Without the outlet and means for adjudicating grievances that unions provide, industry is likely to be faced with a far more militant workforce seeking to redress wrongs real or perceived. Take the PATCO situation where the FAA and government destroyed the union, only to find a new, possibly more militant one rising from the ashes. Workers will unite—one way or the other—to protect their rights.

Rather industry would be wiser to work with unions, as well as government and educators, to solve our many mutual problems. A splintered chaotic labor movement benefits only a small fraction of corporate executives and shareholders, and those for a very short while.

Also underpaid employees make fewer trips to the marketplace. They buy less, pay less.

So, I'm confident that individuals in power will join with those whose power resides in their collective strength and ensure that jobs come home to America; that wages keep pace with increasing productivity; that training is provided to displaced workers; that automation is introduced with both the worker and company in mind; that cost savings are worked out to the benefit of industry and *all* employees; that discrimination is eliminated from the workforce.

It's only good business.

Getting ahead through bargaining

Local 106 wins Electric Boat pact



Steve Hancock, Paul Bruno and Joe Quattromani are respectively Vice President, President and Secretary-Treasurer of Local 106 (left-to-right).

The 12,000-member Metal Trades Council, which includes OPEIU Local 106, overwhelmingly approved a new three-year contract with Electric Boat in Groton, Connecticut.

The ratification, by a vote of 8,606 to 786, came six months before the union's current contract with EB expired. It was the second early settlement in a row for the MTC, the umbrella organization for 10 trade unions at the shipyard.

Voter turnout was the largest ever, Local 106 President Paul Bruno said.

The contract, which union officials called, "the best benefits package ever negotiated within General Dynamics," includes substantial increases in retirement and health benefits.

By approving the contract, workers earned a \$150

contract ratification bonus.

The benefits package includes:

- Increases in the minimum accident and sickness rate per week from \$105 to \$125. The maximum rises from \$190 to \$230 and will be the highest in General Dynamics.
- Increases in hospital room and board, convalescent care, intensive care and the surgical unit rate.
- A vision care program, the first within General Dynamics; inclusion of the cost of a hearing aid and hospice care.
- Increases in the pension plan rate, used to figure the monthly pension payment, from \$14 to \$18.
- Company coverage of two-thirds of insurance costs for those who retire before age 65. Previously the employee paid the entire cost. If the employee dies, the spouse may carry the plan until age 65.
- After age 65, there will be a supplemental Medicare plan for \$8.83 a month each for the employee and spouse. If the employee dies, the spouse may carry the plan. Previously spouses were left uncovered if the employee died.
- A four percent bonus June 30, 1985. Based on 2,080 hours, the bonus will be the hourly rate times four percent. First-class employees receive from \$950 to \$1,000.

Union officials and EB reached agreement after weeks of meetings. The session leading up to the agreement lasted 25 hours. Bruno called it "the toughest bargaining I've ever been in."

The Local 106 bargaining committee included Vice President Stephen Hancock and Secretary-Treasurer Joseph Quattromani, as well as Bruno.

Local 277 wins aerospace pact

Members of Fort Worth's Local 277 won a new three-year agreement with General Dynamics, said J. B. Moss of Local 277.

The contract, which covers some 1,500 clerical and technical workers at the aerospace facility, was most notable for its benefits improvements. It provides for an increase in pension payments from \$14 to \$18 per year during the agreement.

In the medical program, improvements included: 1) hospital, room and board increases from \$135 to \$170 per day; 2) convalescent care facility allowance increases from \$67.50 to \$85 per day; 3) surgical schedule increases from \$14.50 to \$17.50 per RVS unit value; 4) an increase in the major medical maximum from \$150,000 to \$200,000; 5) new hospice care coverage; and many other improvements.

The contract additionally provided a new HMO option for retirees, an employer-paid generic prescription drug plan, and improvements in dental and disability programs.

Employees will receive one additional paid vacation day during Christmas shutdown week, giving members an additional three holidays over the contract life.

Members will gain an additional 11 percent in wages during the contract, while a cost-of-living adjustment generated under the previous agreement will be rolled into the maximum rates.

Moss said of the tough negotiations: "Negotiations began in September and continued through the month of November. Local 277's negotiating committee—Ronnie Jones, Norma Martin, Billie Pearce, Jimmie Addison, as well as myself and Business Agent Don Wright—spent more time in meetings with company representatives during these negotiations than we have spent in the previous thirty years of bargaining combined. But, those long hours paid off."

National Sea-Land pact signed

Hundreds of OPEIU members across the United States have won a new, improved contract with Sea-Land Services, Inc., an international shipping company. The new three-year agreement provides a 12 percent average wage increase for some 800 clerical workers at the containerized freight company's facilities at ports on the Atlantic and Gulf Coasts, in Seattle, Washington, and in San Juan, Puerto Rico, according to OPEIU International Vice President Michael Goodwin.

Overwhelmingly approved by the membership, the new national contract will provide an average four percent wage increase, retroactive to November 9, 1984, with subsequent increases of four percent in both 1985 and 1986, Goodwin said.

In addition, unit employees would receive six cost-of-living adjustments, the first—amounting to 16 cents per hour—retroactive to November 9. The next COLA would be due on May 9, with later adjustment coming each November and May through 1987. The COLA formula calls for employees to receive one cent per hour for each 0.3 percent rise in the CPI during the previous six-month period.

Also employees will be entitled to in-grade progression increases of \$5, \$7.50 or \$9 per week, depending on grade, to be paid on their anniversary date. The contract, Goodwin added, also would revise the grade scale, increasing the minimum and maximum rates by three percent in both the second and third years of the agreement.

Increase in health contributions

The new pact will increase Sea-Land's contribution to the health and welfare trust fund from the previous rate of \$121 per month per employee to \$139 per month, retroactive to November 9. Goodwin said, there would be further increases to \$149 per month in 1985 and to \$159 in 1986.

The contract also will increase the employer's contribution to the pension trust fund from \$20 per week for full-time employees under the previous contract

to \$24 per week, retroactive to November 9, with further increases to \$28 per week in 1985 and \$31 in 1986. In addition, for employees who have reached the top of the wage scale, the company will contribute an additional \$9 per week to the fund over term, Goodwin said.

The agreement also will permit unit members to participate in the company stock purchase plan for the first time.

The agreement covers OPEIU members at locals in Seattle, Washington; Houston, Texas; New Orleans, Louisiana; Jacksonville, Florida; Elizabeth, New Jersey; New York, New York; Baltimore, Maryland; Charleston, South Carolina; Portsmouth, Virginia; and San Juan, Puerto Rico.

Local 32 wins two units and two contracts

(Continued from page 1)

There is, in addition, a unique article dealing with reclassification adjustments, which help to guarantee fairness in the classification system, as well as set up an appeals system for any dissatisfied employee.

Brother Tully was assisted by Mark Reader, OPEIU Director of Organization, and Ed Kahn of the International staff. The negotiating committee at Monmouth consisted of members from all areas of the College: Terri Booth, Sharon Coates, Cassandra Flanagan, Maryann Grieci, Kathleen Hauck, Kathleen Kousouris, Gaye Peters, Patricia Pirozzi, Bruce Schwartz and Dolores Schibell.

Local 19 fights to save medical benefits

In July of this past year, the Local 19's negotiation committee at Toledo Edison Company—Don Mohamed, Jim LaPlante, Frank Leroy, Doug Kigar, Jim Quilter and Gary Contat—researched their benefits, looking for waste in medical coverage in coalition with Locals 245 and 413, reported Local 19 President Don Mohamed.

These discussions also included Company representatives at times. In an effort to maintain this continuity of education a Toledo Edison unit meeting was called to consider extending the terms of Jim LaPlante, Jim Quilter, and Gary Contat for one (1) year allowing members the most qualified representatives at the bargaining table. This meeting was to be held January 17, 1985.

The Company's primary objective was to pay no more this year for benefits, even though medical costs have risen, Mohamed said. The Union's objective is to prevent cost shifting and pre-paid deductibles by employees.

Also, Mohamed added, our objectives include incentives, which follow:

1. paid time off for physicals,
2. paid time off for pre-admission tests,
3. home care for those who need it,
4. subsidized rates for health oriented facilities (YMCA),
5. paid time off after visiting urgent care centers, and
6. paid three-day leave for fathers of newborn, if birthing centers are used.

Training stewards in Locals 28 and 391



Participants at the Locals 28 and 391 training program are pictured above.

Shop stewards have always been the first-line of defense of OPEIU—protesting contract violations and protecting members' rights on the office/shop floor. Because of their importance to the members, training new and prospective stewards is a priority.

This is realized fully by OPEIU Locals 28 and 391 in Chicago, Illinois, who recently held a joint one-day training conference for their stewards. According to Carolyn Combs and William Taylor, secretary-treasurers for Locals 391 and 28 respectively, the program also served as a refresher course for current and long-time stewards who wanted and/or needed the basics of being an effective representative.

Harvey Nathan, an American Arbitration Association arbitrator, conducted the sessions. According to Combs, even though Nathan had a great deal of material to cover in the morning and afternoon sessions, he had no problem keeping the attention of the delegates.

While presenting such subjects as the role of the steward, the steward's needs, investigating a grievance and the key elements of contract administration, he

used examples from specific grievances to illustrate many of his comments. He also provided ample opportunities for the delegates to ask and answer questions or to comment on the material.

Billie Adams, International Vice President for the Region, was the guest luncheon speaker. Adams spoke on the political climate as it affects today's workers. His remark included examples showing delegates why the VOTE program (Voice of the Electorate, the union's political action fund—is not only important, but essential, if the voices of members are to be heard. He urged delegates to participate in VOTE, to go back to their locals and shops with the resolve to get VOTE's message across to all members.

A steward at each luncheon table received a copy of the union's official history—*White Collar Union* by Joseph Finley.

Combs and Taylor were co-chairmen of the conference. Committee members were Local 391 President Nancy Burrows, Local 28 President Lola Rose and Local 391 Vice President Jearlean Thomas.



Pictured here (left-to-right) are Nancy Burrows, President of Local 391; Jearlean Thomas, 391 Vice President; William Taylor, Local 28 Secretary-Treasurer; Carolyn Combs, 391 Secretary-Treasurer; Instructor Harvey Nathan; and Lola Rose, President of Local 28.

OPEIU can't be taken for granted in Ontario

At the last Ontario Federation of Labour Convention, 17 OPEIU delegates were able to gather 900 votes for Donna Faught, President of OPEIU Local in Sault Ste. Marie. Faught ran for one of the Vice-Presidential positions in the Federation, said International Vice President Giles Beaugard.

The next runner up, who was elected, obtained 1004 votes. Donna Faught's votes, Beaugard said, were gathered in spite of the fact that she did not receive the support of the Ontario Federation of Labour Executive Board nor that of the OFL Women's Committee.

Faught's campaign was based on a broader voice for affiliates in the labour movement, at the Federation level.



Donna Faught, OPEIU representative on the Ontario Federation of Labour's Women's Committee, ran for vice-president at the OFL's last Convention.

Reeder Carson honored by Local 52

"It's about time we said thanks." This statement was heard over and over again by over 100 people attending the dedication of Reeder Carson Union Hall, stated OPEIU President John Kelly.

Reeder Carson, a charter member of Local 52 in Sheffield, Alabama, was instrumental in that local's growth from a small local of approximately 75 to where it is today, Kelly added.

Speaking on behalf of Carson were the following: Jim Albright, Vice President State Labor Council; Frank Vickerey, Labor Council Secretary-Treasurer; Clarence Frost, AFL-CIO state field representative; Janice Stenstrom, Vice President Tri-City Central Labor Council and Local 52 member; and Oscar Bloodworth, retired OPEIU Vice President.

They commented favorably on the importance of Local 52. All agree that the local's reputation had been achieved as a result of the foundation laid by Reeder Carson.

International President John Kelly spoke of his long relationship with Reeder Carson. He told the intent audience of Carson's graduation from college with a degree in English at the height of the Depression. Reeder, he said, went to work at TVA as a laborer; but his abilities were soon recognized and he was moved to a more responsible position.

Kelly said, "In the 1930s he realized he had a greater responsibility which was to advance the well being of those with whom he worked. He became active in organizing and was so effective that he was discharged. Through arbitration he was reinstated. This temporary setback did not dissuade Carson who began an even greater organizing campaign."

Reeder became known as "one stand-up guy," Kelly said. The fledgling Local 52 hired Reeder as a part-time business agent and told him to organize the unorganized. This he did.



President John Kelly reads the plaque inscription to the audience as Carson studies the plaque itself. To the right is Local 52 Business Representative Howard Turberville.

Reeder in his early years was instrumental in building a relationship between employees and management that resulted in the "cooperative program"—a program that led to safer working conditions and time-saving measures.

After thanking President Kelly for his remarks, Carson talked of the establishment of an arbitration program which was used to settle negotiations.

He said that he was proud to have been part of OPEIU which has had a tremendous effect on improving working conditions, not only of his members but those employees in the valley who are non-union.

Among the guests at the dedication ceremonies were his minister, his wife and his family doctor, who happens to be his daughter.

**President's 100 Club
Give to VOTE to
protect your future
and your family's future**

Local 2's Anderson honored by Mayor



Carol A. Anderson receives certificate of appointment to D.C. Commission for Women from the Mayor of the District of Columbia, Marion S. Barry, after being sworn in on December 7.

Members who contribute for the benefit of all

The following are the members who contribute at least \$100 per year to the union's political action fund. That group is called the "President's 100 Club" and they are members who clearly believe in fighting for the rights of themselves and others.

They include in alphabetical order: George Alger; Audree Ayer; Jeff Barbernell; Kathleen Bates; J. D. Bedford; Ken Bertin; Dave Blaisdell; Maureen Bo; Bill Boyle; Carrie B. Brown; Hank Brown; June Bull; C. Burkitt; Nancy L. Burrows; Doris Clark; Dave Cohen; Arthur Coles; Roger Collins; Carolyn Combs; Ann Coughlin; Jayne Cunitz; Dalton Daves; Robert Day, Gary DeFalco; Gerald Dente;

Elmer Dubuque; Frank Ely; Elmo T. Evans; G. Farenthold; Jeanne P. Farmer; Charles Ferguson; Floris Fuchs; Leonard Furer; Samuel Furer; Pam Gay; David Geneser; Larry Geneser; Nathaniel Golden; George Gotto; Dayton Griffith, Jr.; Donald Haines; Richard Hancock; Elaine Harden; Frederick Heitman; A. C. Helms; Anthony Hinrichs; Cynthia Holt; Jack Horner; James Horton; Lurene Johnson; Margaret Johnson; James Johnston; John E. Kachalla;

Nancy Kildall; Rita Kittle; David Klar; Basil L. Lampert; Garnet E. Larson; Sam Latimer; William A. Lowe; Barbara Macfie; Joseph Manone; Jack Martin; Justilian Martin; Norma Martin; Joseph F. McGee; Robert McKenzie; Jean Ragland-McMahan; John R. McVay; Cameron Meeker; Lorraine Merlie; Ronald Miller; Judy Moore; Patrica Morgan; Gayland D. Morris; Ardella Nesheim; Peggy Nolen; Kay J. Olson; Jane Outing; Bruce Patton; David Pecquet;

Burton Pectluk; Doris Pentz; Donna Pratt; Manuel Ramirez; Bernard Rapoport; Norine Rembowski; Norman Richman; Don Robertson; Steve Robertson; Paul Rudberg; Jenny Sample; Fred Silverman; Stephen Slate; Donna Smeltser; Roger C. Smith; James Solomon; Mary Ann Southern; Thomas Spitzig; Donald Spohn, II; James Sullivan; Irene Summerfield; Jon Swan; Louis Swanstrom; James Tharp; Rich Trommer; Robert Twitmeyer;

Robert Umberger; Mary Walls; Vincent Wan; Louis Warwick; William Weisberger; Frank Wenger; Barbara Willcockson; Kevin Winn; Robert Winn; Donald Wold; Executive Board of OPEIU Local 17; Executive Board of OPEIU Local 33; Executive Board of OPEIU Local 35; and Executive Board of OPEIU Local 39.

The following are contributors to the "President's 100 Club" who are full-time employees of local unions:

Ennies Berke; Alec Bookman; John Brady; Donna Cahill; Molly Carlberg; John Dunn; Emmett C.

Shop steward for OPEIU Local 2 in Washington, D.C.—Carol Anderson—was sworn in December 7, as a member of the D.C. Commission for Women. She has been assigned to the Commission's Employment and Training Committee, which will examine pay equity, child care, apprenticeship programs, and other issues that affect women's full employment rights.

During ceremonies held in the D.C. City Council Chambers, Mayor Barry expressed appreciation for the highly motivated and talented people "who are willing to give of their time and energy, not for monetary reasons, but because they care about their city."

Anderson is also president of the D.C. Chapter of the Coalition of Labor Union Women. A staunch trade unionist and a member of CLUW since 1979, Anderson is serving her second two-year term as chapter president. She is also chair of the National Affirmative Action Committee and has held other CLUW positions such as chapter secretary, convention delegate, and alternate to the National Executive Board.

Anderson's other union activities include member, Agenda Committee, Washington Union Women; and vice president, D.C. Coalition of Black Trade Unionists. She is also involved in community and political activities.

Employed by the American Federation of Government Employees for 14 years, her current position is equal employment assistant. A resident of Northeast Washington, Anderson is a candidate for a master's degree from Antioch School of Law.

OPEIU attends Metal Trades conference



Officers of OPEIU Local 106 in Groton, Connecticut, as well as OPEIU International Secretary-Treasurer attended the National Shipbuilding Conference of the AFL-CIO Metal Trades Department in Washington, D.C. They are pictured here (left-to-right): Local 106 Vice President Steve Hancock, Local 106 Secretary-Treasurer Joe Quattromani, International Secretary-Treasurer Roméo Corbeil, MTD President Paul Burnsky, and Local 106 President Paul Bruno. Local 106 represents workers at the General Dynamics Electric Boat Division, the makers of the Trident submarines.

Local 12 - on the march



In the above picture are the OPEIU Local 12 members who braved the sub-zero Minnesota temperature to march in St. Paul's Winter Carnival Parade. International Vice-President Harvey Markusen noted that the local television announcers and spectators lauded the Local 12 contingent for its "high-kicking exuberance."

Etheredge; Marcella Farinha; Charles A. Florey; John Gillis; Paul Greenspan; Steven Hartmann; Thomas P. Havriluk; John Hazel; John Heffernan; Benjamin C. Hobbs; Patricia Hoffman; Gene Holt; Melvin Koenig; Richard Lanigan;

Jo Anne Lawrence; Gladys Lee; Ralph Limmer; Joseph L. McGee; Daniel J. McShain; Lance A. Meier; William Miller; Kathleen K. Moore; Theresa Nylin; Michael L. Richards; Joe Robison; Wayne Shelton; Darlene Sobieck; Kirk D. Stanford; John A. Swadner; Mike Thompson; Patrick J. Tully; Ronald Unger; Donald Wright; and Judith Zenk.

Contributors who are employees and/or officers of the International Union are: Billie D. Adams; Gilles Beauregard; James Bloodworth; Jesse Bridgewater; Kathy Burton; John Connolly; Romeo Corbeil; William Cox; John H. Finn; Michael Goodwin; Patricia Jeney; Edward Kahn; John Kelly; Kathleen Kinnick; Billy M. Kirby;

Gary Kirkland; Jack Langford; James E. Mahoney; H. R. Markusen; Jeff Mockler; J. B. Moss; Gwen Newton; Faye H. Orr; George V. Porcaro, Jr.; Mark Reader; Michel Rousseau; Joseph Scully; L. J. Sheridan; Fred A. Trotter; Michael C. Walker; Gwen Wells; and William P. Wittal.

SMART EASTER SHOPPING IS EASY...



When You Look for the Union Label, Shop Card, Store Card and Service Button



Union Label and Service Trades Department AFL-CIO



White collar issues

by John Kelly
International President

Developments that highlight white collar labor relations and the labor market conditions during the eighties include 1) automation, 2) the export of jobs, 3) concession bargaining and two-tier wage systems, 4) health care cost containment, and 5) comparable worth.

Automation

Consider first the electronic revolution and the automation of work. Workers, of course, saw the danger that doing jobs electronically would replace humans, just as machinery did in the 19th century. But workers were told electronics would create entire new industries and more new jobs than had been eliminated.

Moreover, they were promised (perhaps even sincerely) that many workers would be retrained to participate in the new electronics industry. And, the very word "electronics," implied high levels of sophistication, skill, responsibility and pay. But what is the true picture—not only for the United States, but for all of society.

The electronics industry has indeed created new jobs—in Japan, Korea, Taiwan, Singapore. Millions of Americans are enjoying the pleasures of home videotape records, *not one* of which is made in the U.S.

The miracle of the computer and advanced telecommunications have decentralized thousands of back-office clerical jobs from congested downtown financial centers to the economically depressed valley's of Scotland and as far away as India. The needy workers are glad for the work and U.S. corporations and shareholders are glad to find cheap labor. But, the cost is born by displaced U.S. workers and consequently the U.S. public.

What about the glamour, skills and high pay workers would enjoy when they learned to operate the new electronic technology? What glamour? What skill? Instead, the jobs are being deskilled, requiring less and less skills and expertise. Workers are frequently isolated, relegated to boring, routinized, repetitive

work like data entry or data retrieval. The technology's potential for correction of both grammatical and typographical errors mean workers need less grammatical skills, typing speed and/or accuracy.

OPEIU fights taxation of fringe benefits

OPEIU with the rest of the American labor movement has opened a major legislative campaign to defeat proposals to impose a new tax on American workers that would target their health insurance and other employment related benefits.

AFL-CIO President Lane Kirkland wrote every member of the House and Senate to express labor's concern at the threat to "life support benefits" that were pioneered by unions but have now become "a fixture in American life."

Employer-provided health and life insurance, dental coverage, child care, prepaid legal plans and other job benefits would be taxed under various "flat tax" legislative proposals and "tax simplification" proposals advanced by the Treasury Department.

The Treasury proposal would require American workers to pay an additional \$24 billion a year in taxes by 1990, Kirkland noted. "Since 75 percent of workers covered by health and life insurance plans earn less than \$25,000, this benefits tax would hurt those working people who could least afford it," he stressed.

Such a tax would build pressure on employers in both union and non-union establishments to freeze or reduce employee benefits, Kirkland said.

"Young and single workers would be pitted against older workers and those with families," he warned.

Kirkland's letter to members of Congress noted that more than 90 percent of all full-time workers are covered by health insurance plans and many mil-

The only relief from the boredom for many of these clerical workers is the tension and stress caused by inexorable production quotas set by management and
(Continued on page 4)

lions have other job benefits that have become commonplace "with the support of Congress."

Legislation to tax these benefits would breach "a long-standing congressional commitment to encourage these programs," he said. Such a tax scheme "unfairly penalizes workers and prevents the continued development of privately financed programs of social and economic benefits."

The federation, OPEIU and other labor unions are planning a grass-roots lobbying and post card campaign to emphasize the extent of workers' concern about the attack on their job benefits and paychecks.

Protect your benefits

To stop the attempt to tax employee benefits—your benefits—OPEIU is urging our union members to write the members of Congress and express your concern.

The address for your representative, The Honorable _____, is U.S. House of Representatives, Washington, D.C. 20515.

Letters to the senators from your state should be sent to U.S. Senate, Washington, D.C. 20510.

This is a continuing campaign and your continued efforts are much appreciated.

How the tax will rob you

Health care—If an employer pays more than \$70 per month for your health insurance (\$175 for families), the amount paid over this threshold amount would be taxable income to you. If, for example, your employer pays \$250 per month for family health coverage, you would pay taxes on an additional \$900 at the end of the year. In the future these dollar ceilings could be reduced. The end result would be even higher taxes for workers. Employers would exert heavy pressure to limit coverage below the tax ceilings even as health care costs are skyrocketing.

Group term life insurance—Presently the tax code provides that employer-paid premiums for group term life insurance are not taxable to the employee up to a maximum amount of \$50,000. The Treasury proposal would increase your taxes by repealing this provision and thereby taxing you for the entire amount paid for this insurance by your employer.

Unemployment insurance—These benefits provide essential income to jobless workers. Above certain thresholds, such benefits are already taxed, adding to the hardship of being unemployed by diminishing the program's intended use as an economic stabilizer. The misery of

unemployment should not be compounded by increasing the taxation of these minimal benefits. Yet under the proposal, these benefits would be fully taxed.

Workers' compensation—These benefits are already inadequate to meet the needs of disabled workers and their families. Taxing them would widen the gap between benefits and the income level required to maintain decent living standards while a worker is jobless because of a work-related injury. Yet the new tax would tax even these meager benefits in full.

Group legal services—The current tax treatment of qualified plans helps to make such services available at minimal cost to many who would otherwise be denied such protection. Under Treasury's plan, whatever amount your employer pays on your behalf for legal services would be added to your taxable income.

Educational assistance programs—This benefit provides significant opportunities to women, minorities, and other workers to upgrade and maintain their skills through training/retraining programs provided by employers. Under the new tax, you would be taxed fully for any employer-paid educational costs.

U.S. Price Index

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

1983	
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
April	304.1
May	305.4
June	306.2
July	307.5
August	310.3
September	312.1
October	312.2
November	311.9
December	312.2

Canadian Index

Statistics Canada
New Base 1981 = 100

1983	
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
April	121.5
May	121.7
June	122.2
July	122.9
August	122.9
September	123.0
October	123.2
November	124.0
December	124.1

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.