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 was 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 pioneers — the dollar advantage of union contracts would be greater.

Minorities benefit

The 1984 study 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 averaged $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 $339 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 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 Byrnest, Bobbie Conner, Harriet Cornine, Ruth Reynolds, Pat Scouts 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)
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 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 Paye 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.

Jeanell 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 continue 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 outlining 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 the 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, in its expression of our solidarity.

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

Comparative worth: New York Times and OPEIU agree


Kelly said 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 to right concept through collective bargaining agreements, legislation, and in the courts.

Not 'Worth', Maybe, but Equity

There's been a storm of confusion in the last year about something called "comparable worth," but that's been the unison of those who think men and women performing essentially different jobs should receive equal pay if those jobs are "comparable" in value to an employer. Now it seems that the phrase itself is probably the last word on the subject.

For some, "comparable worth" conjures up a right to compete against all jobholders in the world's job market, a right that's been denied to us for as long as we've been women.

For others, "comparable worth" means an adjustment for kinds of work done by men that are unappreciated by the marketplace, a situation that exists only because women are in the labor force.

"What about the fact that the phrase itself is so often surmised to mean that women's work has not been and may not be equalized?" Kelly asked. "There's more to be said about the whole concept of "comparable worth.""

For example, because wage discrimination can be so insidious—whether it's the subtle and deliberate practices of wage bargaining, or the more direct and intentional efforts of government officials—"it is very essential that we are able to know what it is that we're trying to equalize," Kelly said.

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 Paye Orr, whatever the outcome might be.

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

Our error

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

Please send them to OPEIU Education Dept., 265 West 11th Street New York, N.Y. 10011

Thank you

Page Two

January-February-March 1985

WHITE COLLAR

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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 placed around your arm and then slowly released. The person taking the blood pressure listens through a stethoscope for the sounds of the blood flow—from cuff off to the fully diluted artery—and notes these points on a gauge.

An estimated 35 million Americans have hypertension. In the great majority of these 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 other identifiable cause. This is known as secondary hypertension, and treating the underlying cause usually will reduce the high 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—you are born with some—such as your age, height and weight or the thickness of your arteries. 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 blood pressure 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 pin 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. As 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 slow the outflow of impulses from the brain that can make blood vessels 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 increase 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 medication that will be most effective 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.

Work and Health
by Press Associates, Inc.

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.

Despite recovery, hunger rises in America

"The need for emergency food aid stems from a bottomless pit of rising needs and 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 Kensignton, 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 "recount 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 33.5 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 relates to shift at too few resources to meet the demand for food:

- From Eta Young of the Mount Saint HELP- ing 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 Tylickie of the Francis- can 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 'eco- nomic 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 Betsy Shoulter of the Heights Emer- gency Food Center in Cleveland, Ohio: "(We 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 unemploy- ment 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 high- lighting 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 sur- vey underlines the nation's responsibility to re- member those who have been left out.

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

WORKERS! Join the American Federation of Labor-Congress of Industrial Organizations
President John Kelly

Two-tier agreements have been the result of concession bargaining, one group of union members carries a much heavier burden 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 long 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 fought through.

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, or an average of $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. Trends continue to be disturbing. 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 what was spent on 1983's total federal budget.

However, workers and their use of the system are not the current culprits. Far more likely to reap the benefits of our declining health care are the corporations. This is a factual statement.

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 or to increase workers' out-of-pocket payments. Although the results of this study appear to indicate that increasing deductibles and co-insurance payments produce short-term reductions in outpatient services, there is nothing known about whether reductions in utilization occurred in necessary or unnecessary hospital services. Outpatient care is primarily 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 substantial reductions. 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 programs; predetermination testing; and managed care networks.

In summary, there is ample evidence that cost containment is possible without loss of high-quality benefits. This is clearly the benefit of both the workers and the employer. The time has long since passed for working out between the parties, who can tailor-make a program to best suit their needs.

Comparative worth

Another issue facing industry and unions is comparative pay for work of comparable value—heralded by labor unions and women's organizations as the issue of the decade. In the early 1980s, findings of the Department of Labor showed that women are paid only 65 cents on the dollar compared with white male workers.

As you know, the concept is based on the fact that the great majority of women workers are concentrated in men's jobs that are predominantly occupied by women such as clerical, teaching, nursing. As a result, such positions are paid lower than those that are predominantly male positions, not necessarily because they are paid lower.
Local 106 wins Electric Boat pact

Steve Hancock, Paul Bruno and Joe Quattrumani are receiving their first 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 until 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 revote 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 per week 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; Cape May, New Jersey; New York, New York; Baltimore, Maryland; Charleston, South Carolina; Portsmouth, Virginia; and San Juan, Puerto Rico.

Local 327 wins aerospace pact

Members of Fort Worth's Local 327 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 $3 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 $57.50 to $85 per day; 3) surgical care cost, and more.

The contract additionally provided a new HMO option for retirees, an employee-paid generic prescript 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 term.

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 throughout 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."

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 Quiller and Gary Contai—researched their benefits, looking for ways 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 Quiller, and Gary Contai for one (1) year allowing members the most qualified representatives at the bargaining table. This meeting was 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 facilities (YMCA), 5. paid time off after visiting urgent care centers, and 6. paid three-day leave for fathers of newborns, if birthing centers are used.

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 Roeder, 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 Costes, Cassandra Plasman, Maryann Grieci, Kathleen Hauke, Kathleen Koutsouris, Gaye Peters, Patrizia Pirozzi, Bruce Schwartz and Dolores Schhelt.
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—processing 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 and ethical steward.

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 remarks included examples showing delegate 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 Jeannean Thomas.

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, named 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 Vickers, Labor Council Secretary-Treasurer; Clarence Frost, AFL-CIO state field representative; Janiece 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 he 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.

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 Gilles Bourgouin.

The next runner up, who was elected, obtained 1004 votes. Donna Faught's votes, Bourgouin 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 OPL 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 OPL's last Convention.

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 one year 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 Baber; Kathleen Bales; J. D. Bedford; Ken Berzin; Dave Blaisdell; Maureen Bo; Bill Boyle; Carrie B. Brown; Hank Brown; June Bull; C. Barkk; Nancy L. Burrows; Doris Clark; Dave Coban; Arthur Coles; Roger Collins; Carolyn Combs; Ann Coughlin; Jayne Cunitz; Cohen; C. Bedford; Ken Bertin; Molly Carlberg; Dave Blaisdell; Maureen for the rights

Local 12 - on the march

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

SMART EASIER SHOPPING IS EASY...

union's political action called "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.
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 it had in the 1930s. 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 telecommunication costs have generated 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 electronics? 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 by Congress to reduce the tax advantages that workers will be paying for their health insurance and other employment related benefits.

AFL-CIO President Lane Kirkland wrote everyone of the House and Senate to express labor’s concern to the threat to “life support benefits” that were pioneered by unions but have now become “a facture 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 said. “Since 75 percent of workers covered by health and life insurance plans earn less than $25,000, this tax benefit 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 millions have other job benefits that have become commonplace “with the support of Congress.”

The installation 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 highly advanced 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—OPUEI is urging union members to write the members of Congress and express their concern.

The address for your representative, The Honorable ______________, is U.S. House of Representatives, Washington, D.C. 20215.

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 most appreciated.

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**How the tax will ropen 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 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 $1800 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 economic relief for 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

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The only relief from the boredom for many of these clerical workers is the intrusion and stress caused by foreseeable production quotas set by management and

(Continued on page 4)