



WHITE COLLAR

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

No. 388

JUNE 1979



GTE Joint Bargaining Pays Off for Chicago Unit

Wage gains totaling more than \$5,500 per unit member plus a COLA, in addition to improved fringe benefits, were gained by Local 28 for its some 1,000-member office unit in a new three-year agreement renegotiated with GTE, Automatic Electric in Chicago.

Midwest Council Representative Bill Cox reports that the new contract was unique, being the result of joint bargaining by Local 28 and some six other unions which formed a coalition. He adds that the company made every effort to break up the coalition but unity prevailed.

The new pact calls for across-the-board raises of \$86.67 a month in the first year; \$67.60 in the second, and \$65.87 in the third. The current COLA formula for increases will become effective April 27, 1980, and April 27, 1981. Both will be uncapped. Cox values the package at 34.5 percent over the three years.

Major medical was increased to \$150,000 (was \$50,000), and the deductible reduced to \$100 from the previous 2% of salary. Dental assistance insurance was another major improvement, with the employer

paying all the premiums except for dependent coverage.

The unit was also successful in negotiating Labor Grades with minimum and maximum rates and a job rate to be realized after a short probationary period. Language was also negotiated to prevent abuses in the hiring of agency employees which was becoming a problem.

Pension benefits will be increased by \$1 per month for each year of employment, raising them to \$11 per month (was \$8) times years of service. The vacation schedule was improved to provide five weeks after 25 years of service.

The company was much more willing to recognize as a negotiable item the GTE Savings and Investment Plan which was offered to non-union but not to union employees some years ago. Local 28 recently won a "failure to bargain" charge against the company after an NLRB hearing on this item.

Assisting Cox in the negotiations were Local 28 Business Representative William J. Taylor and a committee comprising Chief Steward John Avena; Local 28 President Eugene Corcoran, Stewards Joan Hogan and Lola Rose, and Committeeman Jerry Sarnello.

British Bank Employees Seek Four-Day Work Week

As a result of variable bank opening hours and the threat of automation to their job security, the British National Union of Bank Employees (NUBE) at its annual convention in Glasgow announced a 10,000 membership increase during the past year to bring the total to 126,000.

In response to the situation arising from bank automation and variable opening hours, the

Executive Committee decided to formulate a progressive negotiating strategy to obtain a four-day, 28-hour work week. The normal work week in British banks at present is 35 hours.

Because the union represents employees in the finance sector as a whole, the Conference decided to change the union's name to the "Banking, Insurance and Finance Union" (BIFU).

4-Day Week in Contract Upheld by Arbitrator

Arbitrator Emily Maloney rules that Carpenter Funds Administrative Office of Northern California, Inc., violated its San Francisco Local 3's contract when it unilaterally changed the workweek of programmers and computer operators from four days to five. She ordered the employer to restore the four-day workweek during the term of the contract when a change is subject to collective bargaining.

In September 1978, the employer announced that the "informal schedule" of the disputed group would be changed from a four-day week of eight hours to a five-day week of four seven-hour days and one four-hour day.

With the exception of the programmers and computer operators, all other unit members work a four and one-half day
(Continued on Page 2)

"New Union-Busters" Facing Fight With Organized Labor



AFL-CIO Staff Representative Charles McDonald (at podium), tells annual meeting of 100 OPEIU International and Local full-time Staff Representatives how organized labor plans to combat tactics of the new breed of union-busters. At left is OPEIU President Howard Coughlin listening intently. At right are Director of Organization Art Lewandowski and General Counsel Joe Finley.



Disclosure of AFL-CIO's battle plan drew loud applause. Below, another camera shot of OPEIU staffers during meeting.



See President Coughlin's column on Page 4 for full details, and comments on the planned counter-offensive to defeat the new union-busters.

Kaiser Hospital Unit Wins Pay Parity New San Diego Pact Upgrades 1,300 to Los Angeles Levels

Equal pay with their Los Angeles counterparts was won by Local 30 in a new three-year agreement signed for its 1,300 professional and non-professional unit with the Kaiser-Permanente Health Plan in San Diego, Cal.

The agreement covers nurse practitioners, registered nurses, licensed vocational nurses, technicians, physical therapists, receptionists, clerks, dietary workers, and housekeepers represented by Local 443 until it was merged with Local 30 in April, 1973.

Business Manager Gwen Newton says that the contract pro-

vides 6.5 percent in the first year, retroactive to July 1, 1978, and 7 percent in each of the following two years. Starting pay in the first year ranges from \$4.25 per hour for file clerks to \$7.60 for nurse practitioners.

For the first time, the contract establishes parity in pay rates for Kaiser employees in San Diego and Los Angeles. "Equal pay for equal work" was the primary issue in the negotiations, the OPEIU contending that Kaiser employees in Los Angeles earned as much as \$50 a week more than their San Diego counterparts performing

the same work.

Under the agreement, Kaiser will compare hourly pay rates of employees in similar classifications in the two cities. Those in San Diego earning less than in Los Angeles will receive half the difference on January 1, 1980, and the remainder on January 1, 1981. After that date, employees in the same classifications in both cities will receive the same pay.

According to Local 30, more than 95 percent of the San Diego unit will be entitled to the special wage adjustment.

Negotiations broke down last
(Continued on Page 4)

WHITE COLLAR

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

HOWARD COUGHLIN President

WILLIAM A. LOWE Secretary-Treasurer

POSTMASTERS, ATTENTION — Change of address Form 3579 should be addressed to: Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20006.

ISSN 0043-4876



PRINTED IN U.S.A.

Published monthly, except for combined July-August issue, by Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20006. Second class postage paid at Washington, D.C. Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

Message From Overseas

While unionization of bank, insurance and financial employees in this country and Canada proceeds at a snail's pace, the contrary is the case in white-collar employment overseas.

Europe's largest bank union discloses that it added 10,000 new members last year, boosting Britain's National Union of Bank Employees (NUBE) to a 126,000 total. Why don't we have a similar growth in North America? The answer is that unionism in Europe has made employees there highly conscious of events that affect their lives and livelihoods.

Although automation in offices here is nothing new, technological gains within the last few years have accelerated it tremendously as a result of the development of microcomputers and word-processing. Alerted by their unions to the adverse effects these developments can have on job security, non-union employees are now flocking into union ranks.

Overseas managements are attempting to soft-pedal automation, but the powerful white-collar unions in Europe have their own technical experts to rely on and refuse to swallow the soothing syrup. They are insisting that the scope and pace of automation must be collectively bargained, and cannot be introduced at the sole discretion of managements.

They have achieved this goal in Norway in a signed agreement between unions and management. They are working toward the same goal in other European countries and, we believe, that in time similar arrangements can also be worked out in those.

Reflecting variable bank opening hours, an automation by-product, and other technological changes, the British banking union is now seeking a four-day, 28-hour workweek to safeguard member interests and job security.

In North America, automation is much more widespread than in Europe, where it's still in its infancy, although white-collar employees here still remain apathetic and indifferent as a group to having a voice over their own destiny. As we have said so often, time is running out fast for them unless they wake up and UNIONIZE!

A Matter of Conscience

Like multinational banks which recognize nothing but their greed for profits and the "bottom line," multinational corporations exploit the peoples of the Third World they pretend to benefit even more inhumanely.

A concerned group recently publicized the following statement by Senator Kennedy at a hearing of the Subcommittee on Health and Scientific Research of the Senate Committee on Human Resources. It illustrates the exploitation of some citizens in Third World countries by some multinational corporations: Nestle products, Libby's and Stouffer's products.

"Throughout the Third World, new mothers are leaving maternity wards with tins of powdered infant formula—free samples supplied by multinational companies.

"They go home. They open the tins. They try to reconstitute the formula. Without a suitable pot for sterilizing. Without enough fuel to boil their one bottle and nipple before each feeding. Without a refrigerator

to store even a single day's supply of formula.

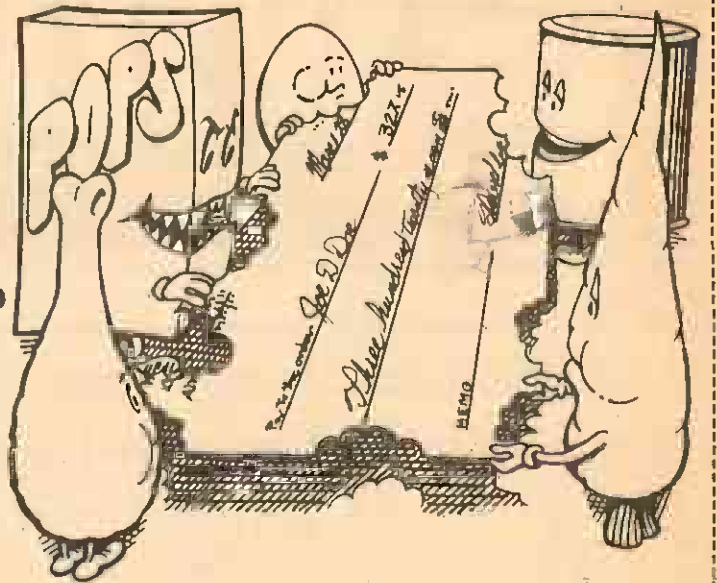
"Their free tins runs out. Their breast milk by now has dried up. Now they must use formula. But when they discover that it costs nearly half of all the money their families earn, they try to stretch it. They thin it down with water, tea, cocoa, to make a three-day supply stretch out to a week, two weeks, even three.

"Their babies are burning with fever, dehydrated, and suffering from acute diarrhea.

"And when they die? Their mothers proudly place the formula cans on their graves, believing to the end that the product that killed them was their most valuable possession."

Needless to say, these multinationals can justify what they do as being perfectly legal. Of course, what is moral is always legal, whereas what is legal isn't always moral. It's a matter of conscience that corporations don't have, especially multinationals which are accountable to no particular government.

Food Prices Gobbling Your Paycheck?



All across America, union members are fighting inflation by volunteering to check prices every time they shop. The AFL-CIO will provide these reports directly to President Carter's Inflation-fighters and to the news media to demonstrate that prices are uncontrolled, while wage increases are being held down.

You can copy this form and ask your friends and neighbors to check prices at other stores.

Clip out this form and take it with you the next time you shop. When you have compared prices for two weeks, mail the completed form to: Operation Price Watch, AFL-CIO, 815 16th Street N.W., Washington, D.C. 20006.

Form for Operation Price Watch with fields for Name of Store, Address of Store, City, State, and a list of items to compare prices for.

Randolph Urged Blacks to Strengthen Union Ties

Shortly before his death, A. Philip Randolph, veteran labor and civil rights leader, called on black people to strengthen their bonds with the trade union movement in a statement on his 90th birthday issued in New York.

Randolph founded and led the Brotherhood of Sleeping Car Porters, a union of black Pullman porters. He directed the 1963 March on Washington, and is widely recognized as the "dean of American civil rights leaders."

Pointing to the many problems facing black people, Randolph emphasized that blacks "have one reliable and steadfast ally—the trade union movement."

"The vast majority of black people are workers," he said, "and the trade union movement, even with all its imperfections and failings is the most effective, and most powerful defender of the interests of all American workers, black as well as white."

According to Randolph, poor workers throughout the Sunbelt region can only escape poverty

by organizing. "Amid affluence and new-found wealth," he said, "thousands of workers receive subsistence wages. And because so few have the protections of a union contract, they have no job security, no fringe benefits, and no rights in the workplace."

4-Day Week in Contract

(Continued from Page 1)

32-hour workweek. The disputed group have worked a four-day 32-hour schedule since 1972.

The union argued that the contract provides that the workweek for all employees would remain unchanged from the schedule in effect on October 31, 1976, maintaining also that the agreement didn't grant to the employer the "latitude" to change it for any group of employees.

The employer contended that the four-day schedule was "temporary" in nature, and provided latitude to vary work schedules "depending upon work requirements."

Rejecting the employer's ar-

Paperless Office

No wastebaskets are seen in what is billed as the world's first paperless office which opened in Washington, D.C. last month. Established by Micronet, Inc., and sponsored by 17 data-systems firms, the office will serve as a demonstration model of a work place so automated with computers and the like that paper is passe.

guments, the arbitrator finds that programmers and computer operators have been working the four-day schedule for at least six years, and that a schedule in effect for that long cannot be characterized as "informal or temporary." She also noted that employees were told upon accepting employment that their workweek would be four days.

Job Tenure Down

Job tenure of American workers decreased to an average of 3.6 years per job last year from 3.9 in 1973, the U.S. Labor Department reports. It also notes that men averaged 4.5 years on the job, while women averaged about two years.

Camera Shots of First Canadian OPEIU Convention



OPEIU Secretary-Treasurer Bill Lowe (on podium, left) addresses delegates at the Talisman Hotel, Ottawa; Canadian Director Romeo (center), who chaired the Convention; at right, President Coughlin speaks to the delegates. Below are group shots of delegates from Canadian Locals who attended.





from the desk
of the
PRESIDENT

Labor Plans to Expose Union-Busting Racket

At our recent full-time Representatives meeting in New York, where almost 100 International and Local Union Representatives assembled, Charles McDonald, an AFL-CIO Staff Representative, detailed the activities of the new breed of union-busters in the United States. Much of the information given to those in attendance was eye-opening.

A book written by one professional union-busting consultant, entitled "Making Unions Unnecessary," is typical of their thinking. The following quotation from that book gives an idea of the author's thinking:

"This can be called the 'jelly bean theory.' If we were to go to Yellowstone National Park and stop our automobile, one of natural consequences would be for a bear to approach the car. If the driver rolls down the window, the bear will look inward expectantly. If we give the bear a jelly bean, it is natural for him to expect a second jelly bean, because he has just been rewarded for approaching the car. If we give the bear another jelly bean, he has learned that as long as he glares at us he is reinforced for his behavior. If we continue this process long enough, we will run out of jelly beans, at which time the bear will take not only the empty sack but an arm and a leg. We are likely to wonder why that loveable bear has suddenly turned into a hostile animal. The answer is simple: The bear has been rewarded and reinforced for his aggressive activities, in much the same manner that employees of some organizations have been rewarded for collective activity."

The comparison made by the author between human beings working for a living and bears begging for food in a national park is indicative of the type of advice given by the union-busters to their clients.

The AFL-CIO has now begun a program of monitoring the activities of these union-busters. In less than a month, data has been collected on 108 firms and 125 individuals making a living out of union-busting. There are probably scores more of both firms and individuals in the business. It's a whole, new, prosperous industry. The AFL-CIO plans to find out who these union-busters are, the tactics they use, the total profits made from their advice, and who controls them.

One well-known union-buster conducts about 12 two-day seminars a year teaching management people how to break a union already on the premises, or to keep one out that wants to get in. He charges about \$500 per student. He averages approximately 35 management "students" (most of them top-level executives) per seminar. When you multiply 35 by \$500, you get \$17,500 per seminar. Multiply \$17,500 by 12 seminars per year and you get \$210,000. Add a number of full-time management clients to whom he provides regular union-busting consultations and advice, and you can figure he ends up with at least \$250,000 a year.

The AFL-CIO intends to expose the tactics of these union-busters to the light of day, if possible through Congressional Committees. Responsible business community leaders who use the services of these union-busters will also be made public. Under the terms of the Landrum-Griffin law, those who enter into agreements with employers, to persuade employees not to join a union, are required by that same law to meet financial disclosure requirements.

Many of these union-busters are in violation of that law and have not fulfilled the requirements of Landrum-Griffin. Most are attorneys and, as such, are considered to be "officers of the court." In deliberately advising employers to violate the law, they are endangering their futures in the practice of law. After a complete investigation and identification of the individuals involved, the Bar Associations of the United States will be called upon to impose discipline on these recalcitrant attorneys.

Thomas R. Donahue, executive assistant to George Meany, president of the AFL-CIO, in discussing union-busters, was recently quoted as follows:

"The business community has a choice: either learn to live with the American trade union movement or face the consequences which would result from its destruction.

"I don't think most American businesses have really thought that question through. They should.

"No free society ever survives if a free labor movement

African Trade Union Women Meet

Montreal Local 57 Sends OPEIU French-Speaking Delegate

The OPEIU was represented by Montreal Local 57 Business Representative Vivian Zackon at the recent conference of trade union women from French-speaking African countries at Lome, Togo. It was sponsored by the African-American Labor Center.

Delegates attended from 10 African nations. They held workshops and discussions on the special needs of women workers, ways of increasing the involvement of women in trade unions, and ways to make unions more responsive to the important role women play in national development.

The women discussed health problems of working mothers, and women's legal rights. They reported on the structure of trade unions in their respective countries, as well as women's wages and working conditions.

At the end of the conference, the group prepared recommen-



OPEIU Representative Vivian Zackon (at far left in first row).

dations calling for the creation of day-care centers and cooperatives, workers' education and literary courses. They also spoke out for the creation of permanent committees of union women.

A field trip took the delegates

to a women's farm cooperative about 80 miles from the capital. The African countries represented were Cameroun, Gabon, Ivory Coast, Mali, Mauritania, Niger, Senegal, Togo, Upper Volta, and Zaire.

Puget Sound GHI Unit Scores in New Contract

A joint contract negotiated by Seattle's Local 8 and Tacoma Local 23, covering 450 clerical and technical employees at Group Health Cooperative of Puget Sound, won an across-the-board pay boost of 7½% in the first year with numerous improved fringe benefits including the upgrading of 85 individuals.

An additional classification of medical receptionist was gained for this group who get a 13% raise, retroactive to January 1, with an additional 7% increase on July 1.

In the second year, the contract calls for pay raises equivalent to 90% of the increase in the cost-of-living, up to a maximum of 12%. Local 8 Business Representative Donald E. Olson, Jr., said the vote to accept was 250-to-118 by the Seattle

bargaining unit.

Local 23 Business Representative Frank Fennerty said the vote to ratify by the Tacoma unit was 34-to-6.

The employer agreed to extend dental coverage to dependents of employees. The medical plan was improved to include abortions and full maternity benefits. Life insurance was raised to \$6,000 per unit member from the previous \$4,000.

The latest round of Group Health negotiations has prompted formation of a hospital-union coalition of two hospitals and 12 clinics operated in the area by the cooperative. Following the settlements, the new coalition met to discuss future negotiations that will unite the full strength of all the unions involved.

Vancouver Unit Settles Dispute

Vancouver Local 15's office bargaining unit ended its dispute with the Registered Nurses Association for inclusion in the OPEIU's master contract for trade union offices in that city by winning the 6½-hour day.

The employer agreed to pay medical and dental benefits for the period covering the dispute. Both parties agreed to let an arbitration board determine retroactive payments and future wage scales, according to Local 15 Business Representative Bert Mitchell.

is destroyed. If companies seek to deny workers their voice in the economic system through their own unions, then the voice the companies will hear speaking for workers will not be one they like."

I am sure that every responsible labor leader and business executive whose firms have dealt fairly with their employees over the years will agree wholeheartedly with Mr. Donahue.

Kaiser Hospital

(Continued from Page 1)

September when the OPEIU rejected Kaiser's offer of 6.5 percent with no special wage adjustment. However, the employees did not strike. Instead, they distributed informational leaflets to patients, many of whom are union members, describing the issues in the dispute.

Meanwhile Local 30 predicts that the settlement will lead to increased organizing of hospital employees in San Diego.

The impact of the Kaiser settlement "will reach 10,000 hospital employees in San Diego," according to Local 30.

U.S. Price Index

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

1978	Old	Revised
April	191.3	191.4
May	191.2	193.3
June	195.1	195.3

(Old Index discontinued after June)

July	196.7
August	197.8
September	199.3
October	200.9
November	202.0
December	202.9

1979

January	204.7
February	207.1
March	209.1
April	211.5

Canadian Price Index

Statistics Canada
* New Base 1971 = 100

1978	171.2
April	173.6
May	175.1
June	177.7
July	177.8
August	177.8
* September	177.5

(*First decrease since Sept. 1971)

October	179.3
November	180.8
December	181.3

1979

January	182.7
February	184.4
March	186.6
April	187.9

If you move, send your old and new address, including zip code and social security or social insurance number and Local Union number to:

William A. Lowe, Sec.-Treas.
815 16th Street, N.W., Suite 606
Washington, D.C. 20006