



# WHITE COLLAR

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

No. 396

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3

## State of Massachusetts Judicial Employees Vote OPEIU Local 6 Over the Steelworkers

OPEIU's Local 6 in Boston has won overwhelmingly a runoff election to represent approximately 2,600 clerical and staff judicial workers and 50 professionals of the Massachusetts court system in a contest against the United Steelworkers.

Of the 1,579 votes cast, the Union had 1,195 versus 285 for the Steelworkers. There were 99 ballots that were blank, void, or challenged.

"This was a very important breakthrough for us," said John Kelly, OPEIU President. "We are confident that we can bring these employees the benefits of collective bargaining."

In the first election, held April 22, OPEIU had almost 500 more votes than the nearest competitor but a runoff was necessary since the Local did not obtain a clear majority. In that election, OPEIU competed with the Teamsters, the Service Employees International, and AFSCME, as well as the Steelworkers.

### Professionals

The Massachusetts professional unit of approximately 50 includes lawyers, land surveyors, one doctors, sound monitors, librarians and engineers who voted as follows:

OPEIU	23
No union	9
Challenges	2

According to International Vice President and Business Manager of Local 6 James Mahoney, Jr., who spearheaded the campaign, "OPEIU was the overwhelming choice of the employees because of the Union's long history of representing office workers. After seeing the excellent contracts we have obtained for white collar employees, the court employees were very favorably impressed with OPEIU." [See employee comments on this page.]

### The Issues

**Reclassification System** In 1977 the Massachusetts court system was converted from a municipal-county system to a state system. Under the old system, there had been a widely varying schedule of job classifications, pay, fringes, vacations, and personal leave days. The State failed abysmally in its attempt to standardize this system. The State, in fact, used hundreds of man-hours and paid \$120,000 to the

Arthur Young Company for a reclassification system that the legislators then rejected. The result: chaos and anger among employees.

**Wage Increases** The clerical employees have been without a pay raise for an extended period—some for two years, some for as long as five years. And, although the State had scheduled the employees for a 7 percent pay raise on July 1, the legislators cancelled that increase when they rejected the reclassification system. This occurred in spite of the fact that state employees were scheduled for a 9% pay raise, judges receiving a raise of \$11,000, court clerks received \$5,000 to \$7,000, and probation officers got \$1,000.

The judicial employees were again favorably impressed when OPEIU Local 6 spent many long hours lobbying legislators in an attempt to reinstate the 7% pay hike in advance of the negotiations, or even the election, since these monies were available in the State's deficiency budget.

**Grievance Procedure** Again, there is no unified grievance procedure for judicial employees. If any procedures exist, they vary from courthouse to courthouse, depending on the judge and/or court clerks.

**Lack of Job Security**  
**Work Overload and a Freeze on the Hiring of Temporary Workers**

**Overcrowded, Sometimes Unsanitary Conditions**

**Poor Medical Health Plan**

### The Victory

It is no wonder that the judicial employees banded together collectively to seek decent wages and working conditions. It is also no wonder that they chose a union with whom they have a strong community of interest—OPEIU.

Local 6 and the employees are now preparing for negotiations. The *White Collar* looks forward to reporting a successful conclusion to these negotiations and welcomes the almost 2,600 professional and judicial employees of the State of Massachusetts into OPEIU.



Jean Driscoll, left, and Bob Schwartz, second from right, count ballots in Boston's Saltonstall Building as Local 6 Secretary-Treasurer Don McGrail (second from left), International Vice President and Business Manager James Mahoney (center), and International Representative John Connolly (far right) look on.



Left to right: Local 153 retiree Jack Currin, International Organizer Ann Oberer, Local 6 Secretary-Treasurer Don McGrail, Mary Makin of Suffolk County, International Representative Mark Reader, Dorothy McKearney of Suffolk County, Local 6 Business Manager James Mahoney, International Representative John Connolly, Don Sullivan of Middlesex, and International President John Kelly.

## Court Employees Speak out for OPEIU Local 6

I am supporting Local 6, OPEIU, because they aren't too big to talk to even the lowest paid worker . . . OPEIU listens!

**Mary Knight** of Juvenile Court Dept., Springfield Division

Local 6, OPEIU seems to show genuine concern for the welfare of the clerical workers in the State's judicial system. Other unions have shown no real interest in making themselves known to our court . . .

**Susan Stranieri, Christa Bottom, Gladys Layte, and Virginia Manooogian** of Worcester Juvenile Court, Probation Dept.

We will vote for Local 6, OPEIU, because we feel Local 6 offers us the best chance to play an important role in determining our future goals. When we have something to say, we want our voices heard. We do not want to be drowned out by the sheer weight of numbers. Local 6 gives us a feeling of "family" . . .

**Mary Clement** of Salem Superior Court

I will support and vote for Local 6, OPEIU, in our election. I will feel more comfortable associated with an organization whose experience has been solely involved with white collar clerical and professional employees.

**Lollie Sampson** of Probation Dept., Plymouth

It's time to get behind a single union. We at Malden District Court are voting for Local 6, OPEIU, based on their record for white collar people . . .

**Bill Loftus** of Malden District Court

OPEIU, Local 6, stood solidly behind us in the past, and if elected, will do the same AFTER the election. They have already proven their honesty and dependability. We do not need a union that has to buy votes to get elected. It would not be necessary, if they had a good track record.

**Dorothy L. McKearney** of Suffolk Superior Criminal Court

I really believe that Local 6, OPEIU, can best serve all judicial employees. Their only concern is for office workers and this is what we NEED.

**Barbara Dean** of 1st South Worcester Div., District Court, Dudley

I support Local 6, OPEIU, because we, the court employees, will have a direct voice in union decisions.

**Harriet Sullivan** of Dedham Probate Court

We have seriously weighed the qualifications of the unions involved in our election and have concluded that Local 6, OPEIU, is the one union best suited to serve our needs. We hope that other court employees will unite in making the same endorsement.

**Don Hickey, James A. Nichols, and Don Sullivan** of Middlesex Probate Court

## Mass Port Seeks Local 6 Representation

Because of Local 6's track record and the interest generated in unionization by the judicial employees, the workers at the Massachusetts Port Authority have asked OPEIU Local 6 to represent them.

The main issue of concern to the approximately 150 Port Authority employees is very similar to that faced by the judicial employees—being treated fairly and with respect. They specifically desire and deserve elimination of favoritism in promotions, elimination of salary inequities, a workable grievance procedure, job security, and a fair day's pay. All are areas in which OPEIU has negotiated excellent contract language.

Unfortunately these employees are already being harassed and intimidated by the employer in an effort to dissuade them from organizing. Although the employer has blatantly lied to employees, telling them they will have to "bargain from scratch" and that the employer will know how they voted, these employees are remaining firm in their desire to unionize.

OPEIU looks forward to the upcoming election and to welcoming the employees of the Massachusetts Port Authority into the Union.

WHITE COLLAR

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

JOHN KELLY President

WILLIAM A. LOWE Secretary-Treasurer

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Editorial

Conservatives Again Attack Workers' Safety and Health

As the 96th Congress nears the November election, anti-OSHA forces have made a mad scramble to tag on crippling OSHA "riders" to unrelated bills.

For example, during consideration of the Employee Retirement Income Security Act (ERISA) amendments, Senator David Boren (D-OK), was successful in attaching his anti-OSHA amendment to the bill. But organized labor was victorious in persuading the House Rules Committee to delete this and all other non-germane amendments from the proposed legislation.

We were not, however, successful elsewhere. Beverly Byron (D-MD) was able to attach the same amendment to the appropriations bill for the departments of Labor, Health and Human Services and Education. This amendment has passed the House by a vote of 225-178.

Workers' Safety Jeopardized

The Boren-Byron amendment would exempt so-called "non-hazardous" work sites with 10 or fewer employees from OSHA protection. Needless to say, this will greatly affect many of OPEIU's units and will leave our members in small shops totally unprotected.

The amendment is similar to one added last year by Senator Richard Schweiker (R-PA) to the FY-80 Department of Labor Appropriations Bill. As a result of this damaging action, 37% of all businesses and over 5.2 million workers went unprotected by OSHA this year. Based on 1978 data, the Schweiker amendment is estimated to exclude from OSHA coverage job sites where 120 deaths and 190,000 injuries occurred.

The Boren-Byron amendment, however, is even more damaging than the original Schweiker legislation. It would exempt 7.7 million workers from OSHA protection. Based on 1978 data, the net effect of the amendment would be to exempt job sites where 239 deaths and 409,000 injuries occurred.

What OPEIU Can Do

The appropriations bill with the anti-OSHA amendment must now be approved by the Senate. Although the timetable is at present uncertain, we do know that it must first be approved by the Labor Subcommittee of the Senate Appropriations Committee, then by the full Committee before a vote on the Senate floor.

It is imperative that this bill be defeated as long as it contains this anti-OSHA amendment. All OPEIU members are urged to write their Senators, particularly those Senators on the Appropriations Committee, to persuade them to vote "NO" to the Boren-Byron amendment.

Write the following Appropriations Committee members, who should be targeted, at Room 1223, Dirksen Office Building, Washington, D.C.:

- Warren G. Magnuson (WA)
John C. Stennis (MS)
Robert C. Byrd (WV)
William Proxmire (WI)
Daniel K. Inouye (HI)
Ernest F. Hollings (SC)
Birch Bayh (IN)
Thomas F. Eagleton (MO)
Lawton Chiles (FL)
J. Bennett Johnston (LA)
Walter D. Huddleston (KY)
Quentin N. Burdick (ND)
Patrick J. Leahy (VT)
Jim Sasser (TN)
Dennis DeConcini (AZ)
Dale Bumpers (AR)
John A. Durkin (NH)
Milton R. Young (ND)
Mark O. Hatfield (OR)
Ted Stevens (AK)

- Charles McC. Mathias, Jr. (MD)
Richard S. Schweiker (PA)
Henry Bellmon (OK)
Lowell P. Weicker, Jr. (CT)
James A. McClure (ID)
Paul Laxalt (NV)
Jake Garn (UT)
Harrison H. Schmitt (NM)

WRITE NOW! Your lives could depend on it.



Canadian News

Canadians Convene in London, Ontario

The Central Ontario Council's Annual Convention was held in the Park Lane Hotel, London, Ontario, hosted by Local 468. At that Convention International Vice President and Council Coordinator Gilles Beauregard presented his report on the activities of the Council during the previous year and his hopes for the future.

In addition to the general business of the Council, two guest speakers were in attendance. Brother "Dick" Ingles, President of the London and District Labour Council welcomed the delegates to London and spoke on the topic of "Union Involvement at Work and in the Community," with emphasis on active participation. A second guest speaker was Gary Cwitco who teaches Occupational Health & Safety at Humber College in Toronto. Cwitco's most informative talk concerned Bill 70 dealing with health and safety in the workplace. He outlined the rights and responsibilities of both worker and employer.

Tribute was paid to Sister Stephanie Goble, member of Local 343 and past secretary of the London and District Labour Council.

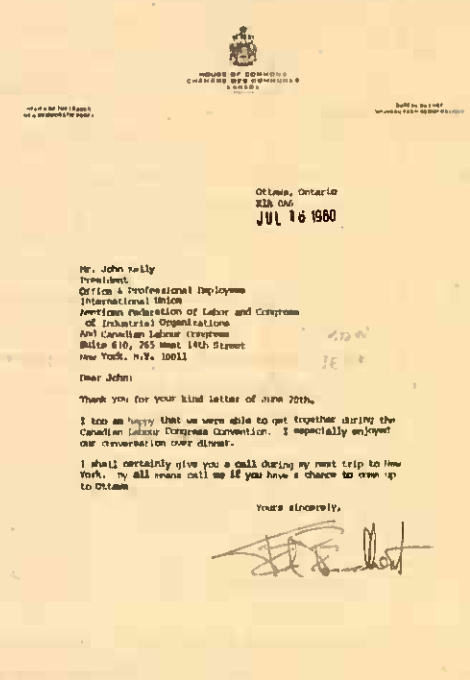
Educational sessions dealing with contract language and grievances were ably presented by Council Representative Janice Best and Kathy Maddison, Local 343 Representative. These sessions were extremely well received by the delegates.

Election of officers was conducted with the majority for the Executives remaining in office for another term.

- President: Heather Charlton
1st Vice President: Valorie Taylor
2nd Vice President: Jim Kenny
3rd Vice President: Hugh Sutherland
Treasurer: Eric Carter
Secretary: To be appointed from Northern area

(Article submitted by Heather A. Charlton, President of Local 468)

Kelly Thanked by NDP



This editor intended to have a full-page of Canadian News, but cannot do so unless Canadian representatives and members submit newsworthy items. Canada, send in the News!

Kelly Appointed to Women's Committee

International President John Kelly has been appointed to the Advisory Committee on the Rights and Responsibilities of Women by Patricia Roberts Harris, Secretary of Health and Human Services (formerly HEW). The term runs for two years.

The function of the committee was stated as advising "the Secretary and Departmental officials with respect to the development or analysis of programs and policies affecting the status of women and shall assess departmental legislative proposals, regulations, guidelines, policies, programs, and other activities for their impact on the status of women. The Committee shall act as liaison between the Department of Health, Education, and Welfare and outside groups and individuals concerned about the status of women."

The appointment is indicative of government's recognition of OPEIU's continuing role in representing women.

AFL-CIO Appoints Kelly

International President John Kelly has recently been named by the AFL-CIO Executive Council to the Federation's Committee on Organization and Field Services. In making the announcement AFL-CIO President Lane Kirkland told Kelly that it was "in recognition of your service to the labor movement and your union's interest in this area."

Local 2 Breaks Ground in Bank Agreement

Local 2 in Washington, D.C. has achieved a new and remarkably impressive one-year agreement with the National Bank of Washington (NBW). International Vice President and Local 2 President Jim Sheridan reports that major gains were achieved in wages, hours reduction, overtime provisions, severance pay, vacation leave, and holidays.

Specific highlights of the contract include:

- 2 weeks' severance pay for each year of service without limit in the event of layoff;
overtime compensated at two times the straight-time hourly rate, plus 48-hour advance notice;
a 15% wage increase, plus cost-of-living increases each 4 months equal to the percent increase in Washington CPI;
longevity increases of 5% after 10 years of service and 3% for each 5 years thereafter;
shift differentials raised from 5% to 10%;
two additional holidays—Martin Luther King's birthday and the employee's birthday;
six weeks' vacation after 20 years; and
two days of sick leave per month of service with unlimited accumulation.

Hours were reduced to 7 hours per day and 35 hours per week.

There were so many additional gains that it is impossible to list them all in the space available. But, achievements were also made on fringes, union leave, promotional opportunities, pensions, and discipline language.

# The International Union Locally

## 417 Member Wins Arbitration



Mary Rush, a 14-year employee of the Martin Place Hospital unit and a member of Local 417 in Detroit, was terminated for allegedly "being discourteous to the patients."

The Union took the matter to arbitration and as a result Rush was awarded her job back plus lost wages and benefits that amounted to over \$2,000.00. Shown here is Business Agent Jesse Bridgewater, who arbitrated the case, presenting the check to Mary Rush.

## Local 221 Members Ratify OMC Contract

The 77 members of Local 221 in Galesburg, Illinois have voted to accept a new three-year agreement with OMC Galesburg, an Outboard Marine Corporation facility, according to Unit Chairperson Al Stephenson.

Highlights of the agreement include: maintenance of an open-ended COLA of one-cent increase for each .4 increase in the CPI; a cumulative 14.5 percent increase in the pension benefit; and an additional holiday.

Additionally, weekly disability benefits will increase each year of the agreement and will reach \$125/week for the first 13 weeks of disability and \$145/week for the second 13 weeks of disability by the third year.

In addition to numerous gains in group insurance, major medical insurance will rise to \$75,000 in the first year and to \$100,000 by the third.

The unit also gained language to prohibit the transfer of union work to supervisory employees, additional recall rights, and expanded job bidding opportunities.

Serving on the negotiating committee were Yvonne Anderson, Ann Paisly, Ron Searl, Larry Smith, and Al Stephenson. International Vice President Bill Adams assisted.

## Local 39 Makes Additional Gains

Employees of the CUNA MUTUAL Insurance Group (CMIG) and members of Local 39 ratified by a comfortable vote margin a new one-year agreement. The contract covers 962 employees of CMIG's office in Pomona and several of the Group's district offices.

Highlights of the agreement include improved fringe benefits, especially lower deductibles on dental (\$100 from \$200) and medical (\$75 from \$100) for employees and their dependents and increased vision care benefits for the employee only.

The flex-time concept has been retained, including flexible summer hours, but starting times have been made uniform throughout the year (7:15 a.m. to 8:45 a.m.).

Vacation time may now be taken in half-day segments, up to ten half-days (except Fridays). The CMIG offices will close an additional half-day on Christmas Eve and; for 1980 only, the offices will be closed the day after Christmas.

The new contract provides for a 9.5 percent across-the-board wage increase, plus a range progression plan for employees now below mid-point of their salary range.

The "range progression" concept has been installed in lieu of the merit program, which has been used in the past. Range progression is seen as a more efficient and equitable means of enabling the employee to move through his or her salary range.

## Ladish Tri-Clover Ratifies New Agreement

Members of Local 336 in Kenosha, Wisconsin overwhelmingly ratified a new three-year contract.

In the new contract employees received an average of 53¢ per hour effective the first week in May. In addition, the cost-of-living formula was changed to provide quarterly adjustments on the basis of 1¢ for each .04 rise in the Consumer Price Index.

Improvements in pension in the third year of the contract provide for full retirement after 30 years of service at age 60. In addition, retirees under the 30-and-out plan will receive a \$300.00 per month supplement until age 62 when they become eligible for Social Security. Pension benefits were increased by \$2.00 per year of benefit service for both current employees and retirees in the first year of the contract.

In addition, the company will continue to offer full insurance coverage, including Dentacare and vision care to retirees and their families. At the time the retiree becomes eligible for Medicare, the company will pay the full cost for Medicare B and Blue Cross-Blue Shield—Medicare Extended.

One additional holiday in the first two years of the contract will bring the total number of holidays to 14 in the first year and 15 in the second year.

Additional fringe benefit improvements will provide Dentacare and a new vision care plan in the first year. Sickness and Accident benefits were also increased from \$110 to \$150 weekly. Life insurance benefits and health and welfare benefits were improved as well.



Left to right are DeLou Bricco, Nancy Welke, Orrick Howard, Evelyn Sandburg, Jim Scheibl, Judy Burnick, Bill Glidden, Governor Johnson, Ray Ellis of the bargaining committee.

## Local 9 Members Win Back Pay

Approximately 200 employees at Milwaukee Blue Shield will receive back pay for increases that were delayed as a result of a company error in the administration of their contract. The contract provides employees with automatic increases every six months, effective the first two-week pay period following their anniversary date.

In administering this provision the company erroneously changed the employees' anniversary date to the date of the pay period. Future increases were then calculated six months from the date the raise was placed into effect rather than the employees' anniversary date.

The Union grieved stating that employee increases were delayed for up to a month at times by the constant changing of effective dates. In the fourth step of the grievance procedure Chief Steward Gail Kuells, Business Representative Gene Holt and International

Representative Judy Burnick were successful in resolving the grievance and achieving back pay for the employees affected.



Left to right are pictured Gail Kuells, Chief Steward, Blue Shield; Gene Holt, Business Representative; and Judy Burnick, International Representative.

## Local 13 Defeats RTW Suit

The conservative, anti-union forces in Missouri recently petitioned to have a state right-to-work (for less) amendment placed on the ballot. That amendment was soundly defeated by the voters.

However, a lawsuit was brought against 60 individuals, including three OPEIU Local 13 members—Sue Hatton, Marie Betsy, and Sandy Kramer—by supporters of the amendment. The suit alleged that the workers for the Missouri Freedom to Work Committee were harassed and intimidated as they attempted to collect signatures on petitions to place Amendment 23 on the ballot in 1978.

By the time the suit reached district court charges had either been dropped or dismissed against all (including our members) but four individuals. Those four were variously accused of striking a volunteer, posing as a police officer, unlawfully preventing the petitioners from exercising their constitutional right to collect signatures by asking them to disperse, and discriminatorily ejecting the petitioners from a restaurant. Because all charges were proved to be false, the jury exonerated them on May 13, 1980.

The jury's verdict brought unanimous praise from the Missouri labor leaders, many of whom felt the suit was simply an effort to discredit the labor movement.

## Louisiana Local Wins \$193,551 in Back Pay

As a result of negotiations with OPEIU Local 428, the Baton Rouge Water Works (BRWW) and Parish Water Company returned to its employees \$193,551 contributed by them to the pension plan. That plan, according to International Representative Jack Langford, is now completely employer-financed.

Some employees received a high of \$3,743; all received at least \$3,000. An amount in addition to the \$193,551 was returned to non-bargaining unit employees as a result of OPEIU negotiations.

Pictured left to right below are: International Representative Jack Langford; BRWW Senior Vice President Doyle Suarez; Committeeman Wilson Smith; BRWW Assistant Vice President of Customer Service Woodie Braud; Committeepersons Dorothy Guillot, Clarence Jackson, Esma Clark, and Arthur Johnson; and Local Secretary-Treasurer Willie Williams.





from the desk of  
**PRESIDENT  
JOHN KELLY**

### Labor Day

## Two Reasons for Celebration

Labor Day 1980 was cause for celebration of two important anniversaries in the labor movement—the silver anniversary of the AFL-CIO and the 35th anniversary of OPEIU. OPEIU offers hearty congratulations both to our members and the AFL-CIO for past progress. And, we look forward to continued success in the years ahead.

### OPEIU's 35 Years

It was on January 8, 1945, in Cincinnati that AFL President William Green officially chartered a new union called the Office Employees International Union (the word "Professional" was not added for another 20 years). At that time the union consisted of approximately 25,000 members.

Since 1945 under the leadership of our now President Emeritus Howard Coughlin, OPEIU membership swelled to almost 120,000 members—larger in size than two-thirds of the labor organizations in the U.S. and Canada. It now stands at nearly 125,000.

During those years we saw the organizing of the New York Stock Exchange, the Tennessee Valley Authority, Blue Cross/Blue Shield, Canadian paper companies, numerous utility companies, universities, hospitals, credit unions, banks, and general offices.

We saw white collar workers unite together under the OPEIU banner to gain a living-saving wage, improved working conditions, and long-deserved respect as workers and human beings.

We saw contracts expand to protect the members and to include technological change clauses, safety and health provisions, child care, shorter workweeks and flextime, improved maternity and even paternity leave, greater promotional opportunities, employer-paid educational benefits, and improved wages and fringes.

But, our job remains far from complete. At present only one-third of those organizeable in the white collar occupations have joined labor unions. As long as two-thirds of these workers remain unprotected, as long as their wages continue to act as a drag on the wages of our current members, our job is only one-third done.

The year of 1980 is the beginning; it is the year in which OPEIU will launch what we hope will be a substantial and successful organizing drive. A year in which we will extend the message of trade unionism—workers united for a better tomorrow—to all unorganized, and therefore, unprotected white collar workers.

### The AFL-CIO's 25 Years

But, unions themselves were not united until December 5, 1955. It was on that date that the American Federation of Labor (including OPEIU) merged with the Congress of Industrial Organizations at a convention in the National Guard Armory in New York City, ending more than two decades of a divided labor movement.

The merger brought together more than 15 million union members, including Canadians, or between 85 and 90 percent of union membership in the two countries.

Today, 25 years later, the merger is solid. Two of the major affiliates—the United Auto Workers and the Teamsters—are not in the federation. AFL-CIO President Lane Kirkland, however, has opened the door to their re-affiliation, along with that of the United Mine Workers.

Since its merger the AFL-CIO and its affiliates have united to enact legislation, not only to protect union members but all American workers. Through these united efforts organized labor has scored many achievements: the enactment of social security, workers' compensation, the Occupational Safety and Health Act, the Davis-Bacon and Walsh-Healey Acts, the Civil Rights Act of 1964, minimum wage legislation, consumer protection legislation, the Humphrey-Hawkins Full Employment bill, unemployment compensation, and much more.

Perhaps the AFL-CIO's purpose was expressed best by George Meany in his report to the 13th Constitutional Convention of the AFL-CIO in 1979, when he wrote: "The AFL-CIO has participated in all aspects of the nation's affairs, shared the joys and heartbreaks of our fellow citizens, known the satisfaction of victories and the disappointments of defeats. But we have never stopped fighting on behalf of the workers of America."

## In Memoriam

OPEIU mourns the passing of long-time member and business manager of Local 3, Phyllis Mitchell, who died on June 29, 1980. Services were held July 2 at Sinai Memorial Chapel in San Francisco.

It was under the leadership of Sister Mitchell that the health, welfare and pension fund administrative offices were organized in San Francisco. She was also instrumental in negotiating what is now known as the Office & Professional Employees Pension Trust Fund, as well as the Office Employees Insurance Trust Fund for California, covering members of Local 3.

In addition, Mitchell served for many years as a member of the Executive Committee of the San Francisco Labor Council.

Mitchell's philosophy and dedication to OPEIU were expressed best by herself at the 1965 OPEIU Convention when she said: "I am a trade unionist and a servant, and



I wish to continue to represent all of the OPEIU members, whether it is my own local or any of the other locals. . . ."

Those wishing to express their regrets are asked by the family to make contributions c/o Marshall Hale Memorial Hospital, 3773 Sacramento Street, San Francisco, California.

## Lockheed's White Collars Ask OPEIU to Organize

An outbreak of the white-collar blues at Lockheed-Georgia Co. has prompted an organization committee inside the Marietta-based aircraft company to seek OPEIU representation.

The committee, which decided to affiliate itself with OPEIU, currently is seeking the support of about 3,100 Lockheed-Georgia workers who qualify as "salaried, non-supervisory employees." According to Jim Bloodworth, Southeastern representative for OPEIU, an election will be held if more than 30 percent of those workers express a "minimum of interest" by signing authorization cards.

"We are beginning the nuts and bolts of organizing," Bloodworth said. He added that when Lockheed-Georgia's organizing committee obtains enough signatures, a petition for an election would be submitted to the National Labor Relations Board.

A majority of votes cast in favor of union representation would make Lockheed-Georgia's white-collar staff the largest in metro Atlanta to have opted for union representation.

Frank Matthews, a manufacturing planner at the aircraft company and chairman of the organization committee, expressed confidence that the un-

ion campaign would succeed. "So far, we're real happy with worker receptivity," he said. "Any feedback that we have received has all been positive."

Cited as the key issue in the new organizing effort was "wage compaction"—a phenomenon that has caused discontent to fester in middle-management ranks nationwide. Observers of the phenomenon claim that bonuses tend to protect top management from inflationary pressures, while cost-of-living adjustments tend to protect hourly workers. Only the white-collar middle, the reasoning goes, has been left fully exposed.

"We're like the cream in a toothpaste tube," Lockheed-Georgia's Matthews said of the group he hopes to organize. "We get mashed from both sides." The manufacturing planner added that cost-of-living adjustments received quarterly by Lockheed-Georgia's hourly workers already have pushed some of their salaries above those of company engineers and other white-collar employees.

## VP Adams, Get Well Soon!

In August Vice President Bill Adams suffered a heart attack. He is fortunately recuperating nicely.

Anyone who would like to send cards to speed Brother Adams' recovery may do so c/o OPEIU Local 28, 1001 West Roosevelt Road, Westchester, Illinois 60153.

The International would like to take this opportunity to extend to Brother Adams our sincerest wishes that he get well soon.

## HEALTH BRIEFS

**WALK, DON'T RUN**, to get physically fit in a hurry, say Israeli researchers.

They found that walking half an hour daily with a seven-pound backpack improved the work capacity of volunteers by 15% in three weeks. Work capacity went up 30% if the backpack load was doubled in the fourth week. "Walking can be easily adapted as a way of life (by using) a briefcase or shopping bag instead of a backpack load," they report in the Journal of the American Medical Association.

Other researchers, meanwhile, work to reduce joggers' injuries. A University of Texas lab finds that most runners' aches and pains stem from structural defects in the body—one leg shorter than the other, inward-turning ankles, imbalance of tension in opposing muscles. A shorter or tight calf muscle can lead to shin splints or runner's knee, for instance.

*The scientists suggest heel lifts and special jogging shoes to correct defects and special exercises to increase muscle flexibility.*

[Jerry Bishop for the Wall St. Journal, July 17, 1980]

## U.S. Price Index

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

1979		
April	211.5	
May	214.3	
June	216.9	
July	219.4	
August	221.5	
September	223.7	
October	225.6	
November	227.6	
December	230.0	
1980		
January	233.3	
February	236.5	
March	239.9	
April	242.6	
May	245.1	
June	247.8	
July	248.0	

## Canadian Price Index

Statistics Canada  
• New Base 1971 = 100

1979		
May	189.7	
June	190.6	
July	192.1	
August	192.8	
September	194.5	
October	195.9	
November	197.8	
December	199.0	
1980		
January	200.1	
February	201.8	
March	204.0	
April	205.2	
May	207.6	
June	209.9	
July	211.5	
August	213.5	

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

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