



WHITE COLLAR

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

No. 429

October-November-December 1988



1988 Scholarship Winners Announced OPEIU Sets Education as Top Priority

The OPEIU's first annual competition for the Howard Coughlin Memorial Scholarship has been completed. International President John Kelly has announced the 1988-1989 scholarship recipients and notified each of their local unions.

The newly created Howard Coughlin Memorial Scholarship awards six scholarships of up to \$4,000 each to members in good standing, or associate members, or to their children.

To be eligible an applicant must be either a high school student or high school graduate entering college, university or a recognized technical or vocational post-secondary school as a full-time student; or presently in college, university or a recognized technical or vocational post-secondary school as a full-time student.

A panel of impartial educators from universities in the Washington, D.C. area had the unenviable task of selecting the six of those most highly qualified applicants to receive scholarships from the OPEIU Scholarship Fund.

We are proud to announce the winners here:



Gene Cutler

144-30 Sanford Avenue, #1E
New York, New York 11355

OPEIU parent

Lydia Cutler, works for Na'amat USA, member of Local 153

High school: Bronx High School of Science, graduated June 1988

College: Cornell University



Nicholas Douglas

15828 South Normandie, #G
Gardena, California 90247

OPEIU parent

Agnes K. Douglas, works for the City of Gardena, member of Local 30

High school: Gardena High School, graduated June 1986

College: El Camino College



Michael W. Krauz

2416 Sheridan
Garden City, Illinois 62040

OPEIU parent

Mary Jane Krauz, works for Carpenters Local 633, member Local 13

High school: Granite City High School, graduated June 1988

College: University of Illinois



Stephan F. Madsen

3940 Drew Avenue South
Minneapolis, Minnesota 55410

OPEIU parent

Esther May Madsen, works for the Minneapolis Building Trades Credit Union, member of Local 12

High school: Minneapolis Lutheran High School

College: University of Redlands

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Appearing here are the OPEIU Scholarship Academic Committee (left-to-right): Leonard Cain of Catholic University, Grace Palladino from the University of Maryland, and John R. MacKenzie, University of the District of Columbia.

Local 29 wins election with internal organizing

On Wednesday, October 12, 1988, in Berkeley, California, 128 employees of the Pathology Institute, a clinical laboratory, voted to be represented by OPEIU Local 29. The Local already represented 90 medical technologists employed by the company.

The involvement of the Local 29 organizing committee and elected officials, played a major role in the campaign.

The new group covers phlebotomists, couriers, processors, lab assistants, billers, computer operators and other support personnel.

The following article was written by Local 29 member Aggie Hinman and appeared in that Local's newsletter *The 29er*.

Pathologist Institute workers win Local 29 election

By a 65-to-63 majority the non-represented employees at Pathology Institute in Berkeley voted to be represented by Local 29. The vote on October 12 was the culmination of a three-month organizing campaign led by Organizer Beth Kean and the Pathology Institute organizing committee to bring the 146 employees into the union.

Also active in the campaign were many of the med techs at P.I. who are already members of Local 29.

The counter-campaign by P.I.'s management was conducted by the law firm of Jackson, Lewis, Schnitzler and Krupman, well-known specialists in anti-union actions. They have challenged the results of the election, claiming misconduct by the NLRB as well as the Local. The NLRB has yet to determine if the charges warrant a hearing.

(Continued on page 7)

OPEIU activists set organizing as top priority

The October Conference allowed organizers to share experiences and receive training on new methods of activating union members and organizing new workers. It was a stimulating two days.

One day was devoted to *internal organizing*, with discussions led by Joe Uehlein, director of special projects and coordinated campaigns for the AFL-CIO Industrial Union Department.

"Internal organizing" is not only recruiting new members in organized settings, but also creating activities to maximize participation and involvement of our members in the labor movement. While it is important to conduct membership drives, our gains cannot be sustained unless we create opportunities for members to be more than just dues-payers. And, membership meetings alone do not attract people; we must bring the union into the workplace.

With this in mind, Uehlein taught the participants the specifics of committee building, had them roleplay making first contacts and house calls, and discussed in-depth the "one-on-one program"—a program of one-on-one contact with members about a specific issue.

The second program day was focused on *external organizing*—bringing workers under the protection of the union, showing them the benefit of OPEIU membership. The discussions dealt with the tools needed for this effort and were led by Richard Bensing, national organizer for the AFL-CIO Department of Organization and Field Services.

Delegates participated in a model organizing campaign. They were the audience for a captive audience speech, actors in simulated house calls, and developers

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Member Mooney bikes mountains and deserts

Patricia Mooney, Local 30 member, describes her passion—mountain biking:

As OPEIU Local 30 member and administrative secretary, as well as an avid mountain bicyclist, my life is divided into work that is fun to do and play that takes some hard work.

In my duties as aide, my mind is constantly challenged. It's hard work, with many obstacles, but it's also extremely satisfying.

After hours, I enjoy the struggle up and the joy of flying down some of the most remote and scenic trails in the West. Since I live in the furthest southwest corner of the United States, the mountains and desert are close enough to lure my husband and me deep into the Eden-like spots we call our true home. In the two years we've been riding, we've found that mountain biking is one of the most captivating and fastest growing new sports in the world for good reason. You can ride three or more times

three race categories: (1) 26-mile cross country, (2) timed trials in which you maneuver your bike over such obstacles as a six foot diameter log and rocky streams, and of course, (3) the Downhill Mammoth Kamikaze, in which you hurtle down on your "machine" for four miles reaching speeds of 40 miles per hour on stretches.

The cross country race tested my endurance, and the trials tested my bike-handling skills. But the Kamikaze was my face-to-face encounter with raw fear. Looking down from high atop Mammoth Mountain to the world surrounding me, it was just me and my mountain "steed," to which I held the reins. I knew at that moment that if I could take the flight, I could do anything I put my mind to. That downhill run was all to short, and I dream of that ride often.

Because we are so passionate about mountain



OPEIU Local 30 Member Patricia Mooney and her husband Mark enjoy their mountain bikes—on their wedding day. This photo also appears on the videotape "The Great Mountain Biking."

as far as you can hike, so that means you can explore deep into the mysteries of the wilderness.

The exercise on a mountain bike is unbeatable; it will strengthen your heart and lungs and fortify your spirit. Everytime my husband and I start out on a trail, we know we are destined for challenging adventure.

Last summer Mark and I were married on our mountain bikes in a lush storybook setting we call "Little Hawaii," known for its bathing pools and musical streams which run even during the hottest season. We later honeymooned at Mammoth Lakes, where we entered one of the world's most challenging and highest altitude races, the Mammoth Mountain Kamikaze. With some trepidation, I entered all

bike riding, Mark and I decided to produce a videotape called *The Great Mountain Biking Video* which was released nationally in July. The enthusiasm we have encountered in the other avid mountain cyclists, as well as "pedestrians" who would like to someday try mountain bike riding, has been mounting like a huge wave.

What I keep learning in my experiences at work and at play is this: the harder you work through the toughest climbs, the more you appreciate reaching the top, and the greater the joy in sailing home.

[The name of our video production and distribution company is New & Unique Videos, 2336 Sumac Drive, San Diego, California 92105. Telephone: (619) 282-6126.]

How to become a bounty hunter:

OPEIU is offering a reward to members who serve as bounty hunters. To collect, you must turn in another OPEIU rank-and-file member—a friend.

That is, we want photos (black and white film only) and stories of OPEIU members who are involved in interesting work or interesting hobbies or excel in some way. For example, we know that there are outstanding members out there who serve their communities (as big brothers and sisters, on community boards, in homeless shelters, etc.) who are terrific golfers, tennis players, gardeners; who win awards and trophies for many things; who teach or write in their spare time. Or, there are members who have unique jobs, like animal trainers.

We (as well as you) are interested in reading about such members and seeing photos of them at their jobs, performing their hobbies or other areas of involvement.

If we print the photo and story you submit, you will immediately be sent \$25, as well as receiving credit in *White Collar*, just as we will to Patricia Mooney for the article submitted here.

Happy hunting, bounty hunters.

1988 Scholarship Winners (Continued from page 1)



Michael Masiello
65-85 162nd Street
Flushing, New York 11365
OPEIU parent
Ann M. Masiello, works for Combined Pension Funds, member of Local 153
High school: Archbishop Molloy High School, graduated June 1988
College: New York University



Tristan D. Svare
6075 Schuyler Street
San Diego, California 92139
OPEIU parent
Betty D. Svare, works for Carpenters Local 805, member of Local 542
High school: Helix High School, graduated June 1987
College: University of Pennsylvania

WHITE COLLAR

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

JOHN KELLY
President

GILLES BEAUREGARD
Secretary-Treasurer

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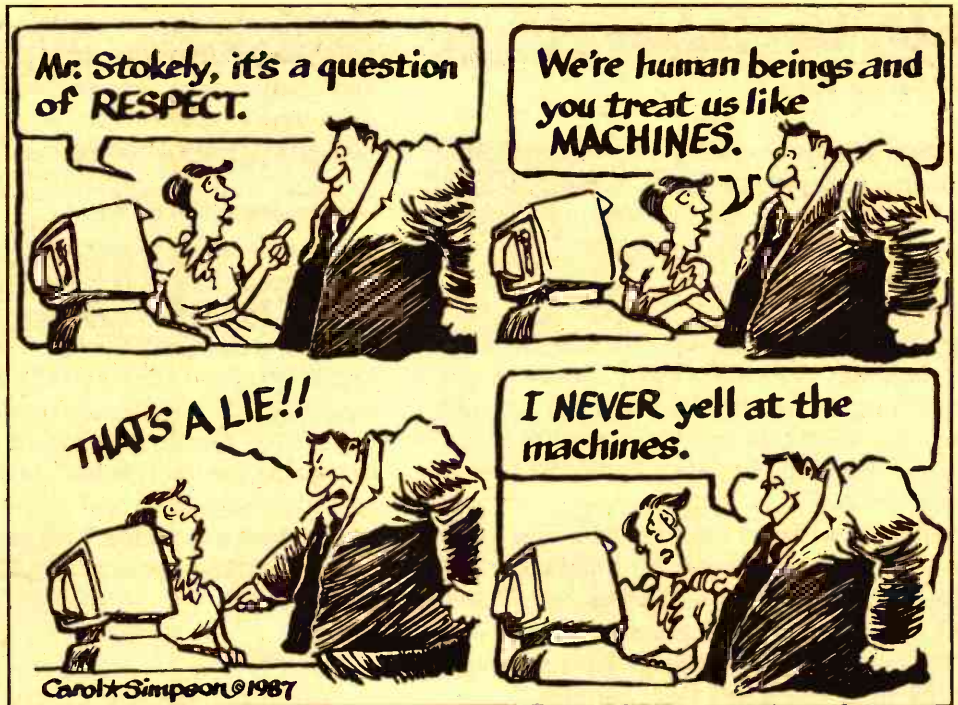
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Work and Health
by Press Associates, Inc.

About second opinions

By Dr. Phillip L. Polakoff, M.D.

Director, Western Institute for Occupational/Environmental Sciences



Washington Window

Functional illiteracy hurts all of society

by Press Associates

A pricetag cannot be placed on the high cost of illiteracy. Current statistics on the number of illiterate adults are staggering: more than 23 million Americans lack basic literacy skills, and millions are deficient in those skills needed to function effectively as workers.

The health of our national economy depends on workers skilled in reading and writing, and the future of our nation's productivity and position in the world hinges on giving these millions the gift so many take for granted: comprehension of the written word.

The ramifications for society are far-reaching. An illiterate person cannot read help wanted ads, fill out a job application or follow street signs. A person who cannot read is ill-equipped to care for himself—to read instructions on medicine, to comprehend warning signs on the job, to give informed consent. An illiterate is at the mercy of others.

"It's like a handicap," said Bertha Hunter, a 46-year-old participant in a New York City literacy program who quit high school one year short of graduation because she realized she couldn't read. "You have to depend on others to do certain things for you and then sometimes it makes you feel you're not like a completely whole person," she explained.

Asked her motivation for wanting to learn to read, 90-year-old Helen Elmore replied, "To know." "To know what you're reading and what's going on, how to do different things, where you're going," Elmore said.

Being literate is an integral part of one's self-esteem. "When I was able to put a sentence together on my own, that was the big moment," Hunter said. "That was like hitting the lottery. I know if I can accomplish that, there is nothing on God's green earth I cannot accomplish," she proclaimed.

Recently a coalition of national literacy groups met in Washington, D.C., to present a proposal "that will provide the next president of the United States with the direction to build a more literate America." The plan calls for combined efforts of federal, state and local governments, as well as the private and non-profit sectors, to build a new system of literacy services.

The Working Group on Adult Literacy said that the federal government allocates less than \$300 million each year to provide basic literacy

skills to adults. This is less than \$10 per year for each American adult without a high school diploma.

The group called for doubling funds for the Adult Education Act from \$135 to \$270 million; adding \$10 million for training volunteers; using funds from other related programs such as the Job Training Partnership Act for literacy services; and giving \$5 million to state and local coordinating efforts. It also recommended the creation of a National Institute for Adult Literacy to serve as a focal point for literacy work.

According to the proposal, the new system should assure that people have easy access in their communities to high quality literacy programs; options to pursue specific skills and various methods of instruction; access to state-of-the-art learning methods and technologies; services flexible enough to address individual goals; and resource linkages to assist students in goals such as getting off welfare, leading a crime-free life or securing a better job.

Meanwhile, local efforts at combating illiteracy are proving successful. There were 47,000 adults who received instruction in reading through the New York City's Adult Illiteracy Initiative last year. The program is targeted toward the individual needs of adult illiterates: "[L]iteracy is seen less as a vague generalized virtue than as an invaluable tool toward a specific goal," a *New York Times* editorial commented.

For example, a group of 42 New York men wanted to be certified as exterminators but couldn't read the background manuals required for the licensing examination. Their union organized classes using the training manual as instructional material. There was no attrition in the course, and all 42 passed the exam. Some students asked that the program be continued so that they could work toward promotions.

We all win by eradicating illiteracy because it affects practically every facet of life. Author and broadcast journalist Edwin Newman offers this perspective: "Nobody is saying that poverty would go away, nor would crime, drug use and high rates of illegitimacy if literacy were universal. . . Yet there can be no doubt that illiteracy feeds these conditions, and we have the highest rate of illiteracy among the industrial nations."

How do you feel about second opinions?

Do you think your doctor would resent your suggestion that another physician double-check his or her diagnosis?

Would a second opinion reassure you to go ahead with the proposed treatment, including major surgery?

Or would it just confuse you more—especially if the two reports reached different conclusions?

These are among the tough questions millions of Americans face every day. And there are no common, clear-cut answers.

For many patients, the issue is out of their hands. Major health insurance plans require second opinions for specific procedures. Each company makes its own list. These often include common, major procedures such as those involving the gall bladder, heart or prostate, for example. Also usually included are such life-changing procedures as hysterectomies and spinal fusion.

Failure to get a second opinion if the insurance company requires it can result in reduced benefits for the patients.

What do doctors think about second opinions? Reactions are mixed. Jeanie R. Wakeland, a staff writer for the "Contra Costa Times" in California's East Bay area, recently interviewed a number of physicians and reported these views:

"It bothers everybody, but if the insurance company requires it, that's the way it is," said Dr. Ronbald La Porta, a general and vascular surgeon in Walnut Creek. "The bottom line is money, let's face it."

Insurance broker Howard Barto agrees. "Insurance companies are looking for control of costs," he says.

Some physicians, such as Dr. Howard Taekman, a general surgeon in Danville, Calif., believes second opinions can be protection for them as well as for the patients.

"I never mind it, whether it's mandated or requested by the patient," he says. "If I've made a mistake I want to know about it ahead of time. I can't put back what I take out once it's out."

Are second opinions holding down medical costs by reducing unnecessary surgeries? Or, are they running up the nation's health bill by extra consultation fees? The answers aren't clear.

An eight-year study of 7,000 cases by Cornell University-New York Hospital for the insurance industry found that second opinions went against the original suggested treatment in 19 percent of the cases.

But a study sponsored by the New York-based Blue Cross and Blue Shield showed more patients were having surgery because of second opinions.

Many doctors go along with that finding. They don't see second opinions cutting down on surgery, mainly because the procedures the insurance firms want checked out are so clear cut.

Regardless of how doctors feel and what insurance companies may require, the real bottom line is *your* peace of mind as the patient.

Are you satisfied with your doctor's diagnosis of your condition? Do you feel comfortable with the proposed treatment?

If you're not sure, or would feel better about the situation with a second opinion—by all means get it.

The results probably will be the same, both in diagnosis and the eventual corrective treatment. But at least you won't always wonder: "What if—?"

And always remember one thing that should come first, whether you're getting a prescription for a common cold or discussing major surgery: It's your body.

LUPA/CALM

OPEIU activists

(Continued from page 1)

of a campaign's schedule. They learned organizing skills through roleplaying and case studies, as well as lectures. The evaluations showed everyone felt invigorated and inspired by the program.

Special speakers

International Vice President Michael Goodwin welcomed delegates to New York City. Goodwin, also Secretary-Treasurer for OPEIU Local 153, promised the participants an entertaining, as well as educational, time in the City. As usual, Local 153 proved to be excellent hosts.

At the luncheon United Farmworkers Vice President Art Rodriguez, addressed the group about the continuing UFW grape boycott. He especially thanked OPEIU for supporting legislation to ban the pesticides used on the grapes, which have proven to be so deadly to workers and their families.

He thanked President John Kelly, who at the end of the conference weekend, began a three-day fast to help publicize the plight of the farmworkers. Following the 36-day fast of UFW President

Cesar Chavez, the fast has passed from person to person. Edward Kennedy, Jesse Jackson, Martin Sheen and many others have passed the 3-day fast along. John Kelly joined what is becoming a long and dedicated group of celebrated activists.

Organizing award

At the luncheon OPEIU International Vice President Michel Rousseau accepted the Henderson B. Douglas Award for Organizing on behalf of OPEIU Local 57 in Montreal, Quebec. The award is made each year to the local union or individuals organizing the most new OPEIU members during the year. Local 57, as always, remains dedicated to the principle of organizing the unorganized, bringing the benefits of collective bargaining and union representation to as many people as possible. They are to be congratulated for their accomplishments and dedication. (see box for recent wins)

Participants

Attending this year's conference were representatives from the following local unions: 1-H (New York, NY); 2 (Washington, DC); 3 (San Francisco, CA); 5 (Denver, CO); 6 (Boston, MA); 10 (Detroit, MI); 12 (Minneapolis, MN); 14 (Philadelphia, PA); 17

(Cleveland, OH); 19 (Toledo, OH); 23 (Tacoma, WA); 29 (Oakland, CA); 32 (Newark, NJ); 35 (Milwaukee, WI); 57 (Montreal, Quebec); 67 (Charleston, WV); 85 (Milwaukee, WI); 95 (Wisconsin Rapids, WI); 106 (Groton, CT); 153 (New York, NY); 179 (Chattanooga, TN); 210 (New York, NY); 212 (Buffalo, NY); 343 (Toronto, Ontario); 391 (Chicago, IL); 378 (Vancouver, BC); 435 East Hartford, CT); 437 (Ponca City, OK); 453 (Boston, MA); 457 (Centerville, PA); 471 (Brownsville, PA); 494 (Detroit, MI); 505 (Milwaukee, WI); 506 (San Juan, PR); 513 (State of Ohio); 542 (San Diego, CA); 787 (Milwaukee, WI); and Central Ontario Council.

Representing the International Union were President John Kelly; Secretary-Treasurer Gilles Beauregard; Vice Presidents Janice Best, Carolyn Combs, Michael Goodwin, Anne Harvey, Michel Rousseau, Jim Sheridan and Michael Walker; as well as Director of Organizing Mark Reader, Education Director Gwen Wells, Assistant to the President Richard Lanigan, and International Representatives Jesse Bridgewater, Joann Bynum, Pat Jeney, Rosanna Knickerbocker, Chuck McDermott, Faye Orr, Victoria Tirado, Tony Viren and Don Wright. Dee Musgrove from Washington, D.C. assisted on program arrangements and registration.



International President John Kelly receives a United Farmworkers banner, as well as a medallion, for participating in the union's three-day fast. It was presented by Ed Sanchez of the UFW.



U.S. Senator Lloyd Bentsen (D-TX) stumps for the Dukakis-Bentsen presidential ticket at an AFL-CIO rally in New York, which followed OPEIU's full-time staff conference. Seated in front (left-to-right) are AFL-CIO President Lane Kirkland, AFL-CIO Secretary-Treasurer Tom Donahue and OPEIU President John Kelly.



Richard Bensinger leads participants through the steps of an organizing campaign.

Participants role-play parts in a mock captive audience speech.



Walter Allen (Local 6, Boston).



John Hazel, (Local 2, Washington, DC).



Judy Burnick (Local 35, Milwaukee).



Vice President Michel Rousseau accepts the Doug Organizing Award for Montreal's Local 57.



Students learn "one-on-one" organizing technique.



Canadian delegates examine management's campaign materials.

Local 57 gains in finance sector

OPEIU Local 57 has made major breakthroughs in the financial institutions in Quebec, Canada. Recently the local organized more than 150 employees of the Bank of Canada in Montreal, Quebec, and were then certified by the Canadian Labour Board as the bargaining representative.

In addition, Local 57 has organized 100 employees of the City of Dollard des Ormeaux, 20 employees of Caisse Populaire Sault Recollets, and 20 employees of Caisse Populaire Mont Joli.

Although they are not financial sector employees, 50 employees of Greyhound Transit in Montreal and 80 office and technical employees of LaSalle College also chose Local 57 to represent them. The campaign at LaSalle College follows a previous and successful organizing campaign for 350 teachers at LaSalle.

Regional conferences study arbitration

Fall 1988 saw more OPEIU local union delegates attending regional conferences to receive training for experienced shop stewards, specifically to learn more about the grievance and arbitration process. The two meetings this fall were the Erie and North Central Regions.

In addition to developing grievance and arbitration cases, as well as other participatory and roleplaying exercises, participants attended workshops on alcohol and drug abuse, stress in the workplace, and a workshop for local union trustees and secretary-treasurers on union and federal regulations. For a more detailed description of each of these sessions, see the July-August-September 1988 issue of *White Collar*.

The Erie region

The Erie conference took place September 21 to 23, 1988, at the Ponchatrain Hotel in Detroit, Michigan. Delegates were welcomed to the City and State by Millie Hall, president of OPEIU Local 494 in Detroit; Maryann Mahaffey, City of Detroit councilwoman; and Dr. John Matlock, administrator and legislative director to U.S. Representative John Conyers, Jr.

Rick Weiner, chairman of the Michigan Democratic Party, also addressed the conference on the importance of the national election and especially the importance of maintaining a Congressional majority so that the committees are headed by progressives.

Attending this year's conference were representatives from the following local unions: 10 (Detroit, MI); 17 (Cleveland, OH); 19 (Toledo, OH); 42 (Detroit, MI); 67 (Charleston, WV); 375 (Cincinnati, OH); 393 (Flint, MI); 422 (Chillicothe, OH); 457 (Pittsburgh, PA); 459 (Lansing, MI); 494 (Detroit, MI); 502 (Oberlin, OH); 504 (Mt. Pleasant, MI); and 513 (Elyria, OH).

Representing the International Union were President John Kelly, Education Director Gwen Wells, and International Representatives Rosanna Knickerbocker and Pat Jeney.

Instruction was led by Michigan State University's Labor Program Service staff—Associate Director Dale Brickner, Professor Neil VandeVord and Dale Pinkus from the State Project on Quality of Work Life as well as an arbitrator.

The North Central region

Delegates to the North Central Conference met in Milwaukee, Wisconsin, at the Marc Plaza Hotel, from November 2 to 5, 1988.

Staff from the School for Workers at the University of Wisconsin led the discussions. This included Irv Brotslaw, Mil Lieberthal and Maurice Better.

Arbitrator Rose Marie Baron addressed the issue "thinking like an arbitrator," outlining standards used by arbitrators when deciding cases involving interpretation of contract language, discharge and discipline, etc.

OPEIU Secretary-Treasurer Gilles Beauregard and Accountant Peter Novak discussed regulations for local union secretary-treasurers and trustees. Dr. Craig Model from the Stress Management and Mental Health Clinic, led discussions on stress as a workplace issue.

OPEIU delegates came from the following local unions: 1 (Indianapolis, IN); 12 (Minneapolis, MN); 28 (Chicago, IL); 35 (Milwaukee, WI); 39 (Madison, WI); 85 (Milwaukee, WI); 95 (Wisconsin Rapids, WI); 391 (Chicago, IL); 407 (Niagara, WI); 444 (Galesburg, IL); 505 (Milwaukee, WI); and 787 (Milwaukee, WI).

On behalf of the International Union, President John Kelly; Secretary-Treasurer Gilles Beauregard; Vice Presidents Carolyn Combs and Michael Walker; and Education Director Gwen Wells attended.



Fingernails—how long should they be?

Especially for those who attended the regional conferences, the following case will be of interest. For those who did not: several of the conferences used a case concerning a word processor who was disqualified for long fingernails. This case was used in our mock arbitrations.

The case here recently was reported by BNA and called "Nailing Down a Grooming Standard."

To clip or not to clip? At just what point do long fingernails become a detriment in the workplace or a sign of poor grooming meriting management review?

Such were the questions faced by Hennepin County (Minn.) deputy sheriff Danielle Rodgers when a new department rule limited nails to one-eighth of an inch in length. Rodgers, who has sported fingernails three-eighths of an inch long for the 10 years she has worked for the sheriff's department, decided not to clip, a decision that resulted in a four-day suspension.

But her labor union, Law Enforcement Labor Services Inc., convinced District Judge Ann D. Montgomery to issue a temporary injunction against the department from imposing its new grooming policy and disciplining Rodgers.

"The union is not objecting to a grooming policy or hygiene standards," said union attorney Marshall H. Tanick of Minneapolis. "The question isn't whether these are good standards or bad standards. It's a question of whether the union has the right to negotiate a policy like this," he said.

Karla Hancock, assistant attorney for the county, said the union contract in effect specifically grants the sheriff the right to determine what employees will wear. It is a managerial function, she said.

Law Enforcement Labor Services v. Hennepin County, Hennepin County, DC, No. 88-10568, June 22, 1988

Activities around the Locals

Local 6 election victory at Bay State

A hard-pressed organizing campaign ended in victory when a final tally of the votes showed that the 275 emergency medical technicians and paramedics of Bay State Ambulance Service in Boston chose to be represented by OPEIU Local 6, reports Local 6 Business Manager and International Vice President James Mahoney.

The significance of the victory cannot be overstated, he said. "It has already made an impact on several other campaigns underway to organize emergency medical technicians and medical technicians in the Commonwealth of Massachusetts. Local 6 is committed to bringing union representation to all unorganized in these professions."

The campaign, under the direction of Local 6 Organizing Director Don Sullivan, was the product of a joint effort by Business Representatives Patti Devine and Walter Allen, with the assistance of International Representative Charles McDermott.

City of Hope placed on "Dishonor Roll" list for 1988

The AFL-CIO Industrial Union Department named four union-busting companies to its 1988 "Dishonor Roll" of notorious labor law violators. The City of Hope Medical Center in Los Angeles, represented by OPEIU Local 30, was one of those "bad guys."

The purpose of the IUD's list, now in its sixth year, is "to focus public attention on companies whose policies are to attack collective bargaining and undermine workers' rights," IUD President Howard Samuel told reporters at a news conference attended by OPEIU International President John Kelly.



The AFL-CIO Industrial Union Department announces the 1988 "Dishonor Roll," which included the City of Hope, represented by OPEIU Local 30. OPEIU International President John Kelly appears to the right.

"Through our Dishonor Roll, we want our political leaders to realize that we will have to improve our laws and our law enforcement in order to make sure that American workers are not exploited in the name of competition," Samuel said.

After 25 years of harmonious bargaining, Los Angeles' famed City of Hope Medical Center turned into what some employees call "City of Despair," said President John Kelly.

After a year of unsuccessful bargaining, the City of Hope in January 1987 unilaterally increased workers' hours without a corresponding pay increase. Management also demanded takeaway of seniority and other contractual rights.

A non-binding arbitration panel found in favor of the OPEIU, which offered to accept a wage freeze and return to status quo in an effort to resolve differences. But the City of Hope has refused to bargain on the issues.

Kelly said the City of Hope has been built through "millions of contributions from working people." Last December, the AFL-CIO, acting on the OPEIU's request, urged affiliated unions not to participate in fund-raising activities for the center.

The other three union-busters placed on the Dishonor Roll were Texas Air Corp.; Superior Industries, an automotive parts maker; and DAP, Inc., a building supply company.

Local 1-H's Vargas named Home Attendant of 1988



Diana Edwards-Vargas, OPEIU Local 1-H member, was named Home Attendant of the Year in New York City.

Vargas works for Institute Home Care Service, Inc., as a home health care worker. OPEIU Local 1-H represents

the nearly 500 workers at the Institute.

The award presented to Vargas cited her "caring, dedication, consistent and outstanding job performance" as the reason for her being honored.

OPEIU charters Mississippi local



Above, OPEIU Director of Organizing Mark Reader appears with a few of the new members of OPEIU Local 532 as they receive their OPEIU charter. Local 532 represents the employees at the Mississippi Department of Mental Health.

And below appear the new officers of the same local union. Seated (left-to-right) are Vice President Ronnie Powell, President Ellis Norwood, Secretary-Treasurer Gloria Taylor, and Vice President Johnnie Mae Washington. Standing (l-to-r) are Sgt.-at-Arms Clinton Hobbs, Jr.; Trustee Mary McMillan; Recording Secretary Vickie Mack; Trustee Mary Madison; and Trustee Jeffrey Taylor.



Nearly 1,600 win new contract at Northwestern Mutual Life Insurance

Nearly 1,600 clerical and technical employees, represented by OPEIU Local 35, won a new two-year contract with Northwestern Mutual Life Insurance (NML), said Local 35 Representative Judy Burnick. The wage increases will amount to nearly 11 percent over two years, she said, which are divided into general wage raises and merit increases.

There are also cost-of-living provisions, should inflation rise above stated levels—an additional hedge against inflationary pressures.

Burnick said that the total monetary package with general, merit and the anticipated cost-of-living payout is well over 10 percent. In addition to the wage package, improvements were negotiated in the pension plan, health insurance, promotional increases and other contract language.

Local 35 members at NML who served on the negotiations committee were Frozine Billoups, Joe Burbach, Pat Chyphes, Janice Crusoe, Mark Gaedtker, Chris Koceja, Mark Lindner, and Greg Wozinak. All were assisted by Judy Burnick.

NML is located in Milwaukee, Wisconsin.

Local 30 members win wage parity at Kaiser & \$800,000

When Local 30 began to represent the San Diego employees at Kaiser Permanente, an historical and substantial wage gap existed between employees at the Los Angeles facility and those in San Diego. Over the following 10 years, as a result of hard bargaining, Local 30 members have gained wage parity, said OPEIU International Vice President Gwen Newton.

In the 1981-1984 contract, employees also won a guarantee that if a higher percentage in 1982 and 1983 were granted the Kaiser Los Angeles employees, Local 30 members would receive the higher percentage in order to maintain parity, Newton said.

In 1984 during a job evaluation study, it was discovered that a number of San Diego job classifications were no longer aligned with those in Los Angeles.

To make a long story short, negotiations to settle this inequity were unsuccessful. Ultimately Local 30 was forced to take the case to arbitration. Local 30, sticking to its guns, finally won its members \$800,000 in payments.

Over 300 members received their increases, with the average payment more than \$2,500 and the highest payment \$28,153.40.

Newton credits Representatives Bill Roberts and Vilma Scott for their award-winning presentation to the arbitrator. And, she thanks her superlative Kaiser negotiating committee: Sharon Barker, Dan Brown, Carmen Corral, Terry Davis, Penny Fleming, Margie Johnson, Jim McCarthy, Ron Pike, Norma Stone, and Ron Wing. She also thanks International Representatives Jesse Bridgewater and Yolanda Miranda for their assistance throughout the struggle, as well as Local 30's "hard-working office secretary, Kathy Decker-Gray."

Unilateral absentee policy

In a separate development, Local 30 with a coali-

and around the International

tion of unions was able to beat back an attempt by Kaiser management to implement a "point system" absentee policy without negotiations with the union.

Under the system employees were issued points for tardiness and absences for later disciplinary use. Of special concern was the issuance of points for maternity leave.

The company's abandonment of the program was won with the help of the Los Angeles County Federation of Labor, SEIU Local 399 and 535, the United Food and Commercial Workers Union, United Nurses Association, Steelworkers, The Guild for Professional Pharmacists and Operating Engineers Local 501.

CLUW elects Newton VP



OPEIU International Vice President and Local 30 Business Manager Gwen Newton was reelected Vice President of the Coalition of Labor Union Women, AFL-CIO, at CLUW's recent convention.

Kirkland swears in 153 officers



AFL-CIO President Lane Kirkland swears in the new officers of OPEIU's New York City Local 153. In addition to a 25-member executive board, the new officers are President Alton Merchant, Vice President Bill Mulryan, Secretary-Treasurer Michael Goodwin, Recording Secretary Emagene Walker, Business Manager John Kelly, as well as Trustees Leroy Applin, Roxy Flowers and Lee Singer.

ST elected treasurer for Professional Employees at AFL-CIO



Secretary-Treasurer Gilles Beauregard was elected treasurer of the AFL-CIO Department for Professional Employees on November 22, 1988. Beauregard has been on the executive board of the Department since 1986 and was a member of the finance committee of the Department. He will be replacing Rodney Bower, previously President of the International Federation of Professional and Technical Engineers.

Local 29 wins election

(Continued from page 1)

The following is an interview Local 29 conducted by phone with Susan Press, Cindy Horvath and Adrienne Dzubur, three employees at P.I. active in the union campaign:

Local 29: What difference to you is a union going to make?

Susan: To me it's going to guarantee the conditions of work. The P.I. Policy Manual doesn't guarantee anything—they can change their rules any time. A union contract means security.

Cindy: A little more bargaining power in my work situation. It's just insurance. It ensures due process. Without the union we have no due process.

Adrienne: I hope it can be protection to people who've been there a long time. When they close stations and lay off people, it'll be done by seniority. Also, we need competitive wages—new people start at such a low wage. And an end to merit pay! There might not have been a union drive if it weren't for the merit increase system. I was frozen for two years and then got one 5% increase. And that's it. That's all I can ever expect. A lot of people are angry about that—they want guaranteed cost of living increases.

Local 29: What do you think are the issues that made the majority vote union?

Susan: Seeing the difference between what we have and what the Med Techs have. Seeing them try to take away from the Techs and how they were able to fight and win it. They couldn't have done that without a union.

Cindy: A union is a way to give people a little more power. People here are overworked and repeated requests to management haven't gotten anywhere. The most important issue is that the unrepresented employees here haven't received a single pay raise in

three years. P.I. is willing to pay union-busting attorneys, but they won't give us a pay raise.

Adrienne: Money—people are unhappy over low wages. There is a high turnover because when people get skills they leave for jobs with better pay. There's poor staffing, a lot of people are overworked.

Local 29: What are the issues that workers might be concerned about in connection with the union?

Susan: From what I understood, many were worried about strikes. P.I. was saying that the union would make them strike—and not saying that *we* decide when to strike. And people were afraid if they showed

support, somehow P.I. would be able to get back at them.

Cindy: A lot of people said they didn't have equal access to the union's side of things. Management has a lot of 15-20 minute meetings. They would say we'll have to go on strike, that bosses would no longer be able to do favors for employees like switching schedules and so on. One manager who used to be in Local 29 was very influential.

Local 29: Now that you have achieved the first step of winning the election, what's next?

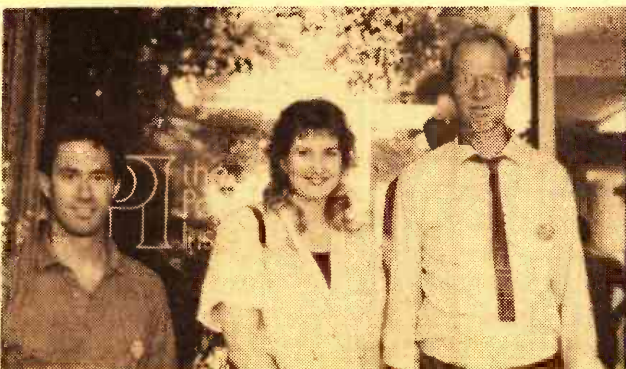
Susan: Trying to pull together what people want, what people hope for. Getting the info and laying the strategy for when we go to the table; and keeping a positive attitude that the election will go through even though they are fighting it.

Tensions are a little high at work. We've been told by management we can't discuss the election at work and even that they don't want us subjected to campaigning on our free time. Many people don't realize that while P.I. pleads insolvency with us for our wages, they are spending a small fortune on these union-busting lawyers.

Cindy: We need to try to ease tensions, get people to see we are all in this together and we have to work together on our first contract. We need to pull in more workers and find out what their issues are. A lot of people were in the middle on this.

Adrienne: Keeping people motivated and interested. The memo from management announcing P.I.'s challenge of the election was good for the union. They irritated people with the pettiness of their complaints—if the majority of employees want this union, management shouldn't contest it. And their attorneys were at the polls—they signed off on everything saying everything was all right at the time.

Our task is keeping people informed. I keep myself very available and visible to be able to answer people's questions.



New members of OPEIU Local 29 at Pathology Institute.



It was a very good year

by John Kelly, International President

Our International has many accomplishments for 1988 that we can all be proud of. We have continued to organize and bring the advantages of collective bargaining to unorganized employees, particularly the staff of colleges and universities.

OPEIU locals have waged successful campaigns at the New Jersey Institute of Technology (New Jersey), Bridgeport University (Connecticut), Manhattan College (New York City) and Adelphi University (Long Island, N.Y.). The employees in Bridgeport and Adelphi finally won unionization after three elections.

In Canada employees organized in the Bank of Canada, Montreal, Quebec; the city employees of Dollar Des Ormeaux; bank employees of Caisse Populaire at Mont Joli and Sault Recollets; Greyhound Transport in Montreal and an additional unit of office and technical employees of La Salle College. Our union has represented several hundred of the employees of that institution through prior elections.

On the west coast of Canada, the Bank of Commerce and United Parcel employees also joined the ranks of the OPEIU.

The Canadian sector of our International has been so militant in organizing that the last Henderson B. Douglas Award, given for successful organiz-

ing, was won by Local 57 of Montreal.

I believe that 1989 will be even more promising in the area of organizing. One of the reasons for this belief is that I see in the union a greater interest in organizing. There are so many dedicated and aggressive staff people—both local and International—who firmly believe that the OPEIU and the labor movement must continue to grow.

Education

The year 1988 saw the conclusion of a round of educational and full-time staff classes, together with a one-on-one program, in which most of our locals participated. These programs trained in the areas of effective grievance handling and the successful conduct of arbitrations. Professional educators worked with us to assure that aggrieved members receive effective representation and to also show methods for reducing unnecessary legal expenses. As you have probably heard from those who attended the one-on-one program, it was designed to assure a two-way communication system from the rank-and-file to the officers and back again. Local unions that have implemented the OPEIU one-on-one program have found that the program revitalizes their locals making them more effective.

Legislation

The 100th session of the U.S. Congress saw one of the legislative goals of our union achieved. Legislation was passed which curtailed the use of lie detector tests by management—a goal that was mandated by many of our conventions. In the 101st Congress, we will continue our lobbying efforts primarily in the area of family issues and, during this year, we will be calling on all of our membership in the states to become active and see the passage of those family issues.

Another important goal of our union will be to achieve for the members working for the Tennessee Valley Authority legislation that will protect their rights—rights that are spelled out for other working people.

In Canada, the issue will continue to be so-called “free trade” and its affect on workers. When you consider what has been accomplished, we must thank our local union officers and international staff who will perform the primary functions of the OPEIU to represent working people on the job through grievance handling and negotiations and have found time for these other important functions.

I would be derelict if I did not point out, however, that we have not reached our full potential with our VOTE program. As you are aware, this is the method whereby voluntary money is collected to support candidates pledged to issues that benefit our members like family issues. In 1989, our locals must be more energetic in pursuing VOTE. The year 1989 can and must be another exciting year. It is the year of our 18th triennial convention. At that convention, we will meet, discuss and draft a program that will affect not just the membership of the OPEIU, But hundreds of thousands of other people who benefit indirectly through your efforts.

I look forward to working with you in 1989 to achieve these and other important goals for OPEIU.



This card for OPEIU was designed by Norma Jczmuk, member of OPEIU Local 42. Jczmuk won the Card Contest for this design.

May This Holiday Touch You With Its Peace, Goodwill, Fellowship and Faith!

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, AFL-CIO

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Season's Greetings

U.S. Price Index

U.S. Bureau of Labor Statistics
New Base 1982-84 = 100

1987	
January	327.7
February	329.0
March	330.5
April	332.3
May	333.4
June	334.9
July	335.6
August	337.4
September	339.1
October	340.0
November	340.4
December	340.2

1988	Old*	New*
January	341.0	114.5
February	341.6	114.7
March	343.0	115.1
April	344.7	115.7
May	346.1	116.2
June	347.6	116.7
July	349.1	117.2
August	350.7	117.7
September	353.0	118.5
October	354.2	118.9
November	354.6	119.0
December	355.0	119.2

Canadian Index

Statistics Canada
New Base 1981 = 100

1987	
January	135.2
February	135.2
March	136.4
April	137.0
May	137.8
June	138.2
July	139.2
August	139.3
September	139.3
October	139.8
November	140.4
December	140.5

1988	
January	140.8
February	141.3
March	142.0
April	142.5
May	143.4
June	143.6
July	144.5
August	144.9
September	145.0
October	145.7
November	146.1

* The old CPI-W (U.S.) figures are being replaced with a new series (New base 1982-84 = 100). We will continue to publish the old while everyone converts it.

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