



WHITE COLLAR

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

No. 434

January-February-March 1990

SeaMar homecare workers vote unanimously for Local 8

On November 9, 1990, homecare workers employed at SeaMar Community Health Center voted unanimously to be represented by OPEIU Local 8, reports Local 8 Organizer Beth Schindler. Fifty-nine of the 100 eligible voters marked their ballots "yes" for union representation.

"This election is a monumental achievement for homecare workers as SeaMar is only the second group in the State of Washington to be represented by a union—our union," she said. The first group—Fremont Homecare—organized with Local 8 in 1988 and signed their first contract in September 1989.

The Seamar campaign started in full swing during May and progressed rapidly throughout the summer. By Labor Day, Schindler reports, "we had union authorization cards signed by more than 60 percent of the employees. We requested voluntary recognition from the employer, but our request was denied. So, we prepared for an election."

Many, many nights of phone calling, committee meetings and house calls made this campaign a tiring, but exceptional, success.

"It couldn't have happened," said Business Manager Maureen Bo, "without the perseverance of the in-house organizing committee at SeaMar. Dedication and spirit are hard to find in many groups, but not here. They worked tirelessly on many projects and continuously gave their assistance and support whenever needed."

Local 8's organizing committee was also very helpful and "on-call" for any assistance that was needed with phone banks and other projects.

The next step is negotiations. A bargaining com-

(Continued on page 6)

Bergen court clerks join Local 32

An independent association of court clerks in the Bergen County (New Jersey) Court voted recently to affiliate with Local 32. The Bergen County Court Clerks Association had for many years successfully negotiated with the County but had been stymied in recent attempts and sought the resources and expertise of Local 32 in public sector bargaining to settle their current negotiations.

The agreement covering the bargaining unit had expired on December 31, 1988, and the association's committee was blocked in its efforts to reach a new agreement. Among the major issues was the attempt to lift the salaries of the lower paid court clerks to bring them more into line with the longer-term employees. Other issues included extended vacation, increased holidays and personal leave, and improved

(Continued on page 8)

Local 434 leads the way in banks: parental/maternity leave

OPEIU Local 434 has made major breakthroughs in financial institutions of Canada and negotiated trend-setting leave arrangements for more than 1,200 employees at the Laurentian Bank of Canada.

OPEIU members with the new agreement have won a 12-month maternity leave of absence, beginning the date of delivery. Such leave will be payable at 95 percent of the employee's salary for the first two weeks of leave and 95 percent, less unemployment benefits, for an additional 15 weeks.

Local 434 is the first labor organization covered under Canadian federal legislation to obtain paid maternity leave in cases of disability (due to pregnancy) prior to delivery where an employee cannot be transferred to another position. In such cases, members will receive 90 percent of net salary during such leave.

Paid paternity leave was increased from three to five days, while leave of absence without pay was increased to up to one year for the serious illness of a spouse or child.

Other leave improvements included: union pre-negotiating committee meeting to be fully paid by the employer and paid union leave was increased from 45

to 100 days, not including leave of absence with pay for the local union president.

In a major victory the union won that no part-time position will be created unless there is a full-time position already established, except in the case of loan officers in a new branch. Additionally there will be no elimination of a full-time position when one or more part-time positions exist in the same classification.

No employees with two years or more of service shall be laid off.

General wage increases included a 5 percent lump sum wage gain in 1989, as well as 5 percent across-the-board wage gains in 1990 and 1991. Plus, more than 823 employees will achieve a 3 percent annual automatic progression.

Many more improvements were negotiated, including a special mortgage rate for Local 434 members and a reduced rate on personal loans.

The negotiating committee for this breakthrough agreement were Jacques Letendre, council representative and spokesperson; Yvon Rivard, Local 434 president; Guy D. Lalonde, Local 434 business agent; and Members Nichole Hahnemann, Sylvie Laponte and Daniel Larose.

You made the difference, one vote counts

The participation of union members made the difference in a series of key elections this fall that demonstrate that working people can shape political and legislative events when we work and speak together.

Union members were the backbone of campaign operations in razor-thin victories for Doug Wilder in Virginia's race for governor, David Dinkins' election as the next mayor of New York, and Jim Florio's landslide win in New Jersey's gubernatorial contest.

OPEIU's locals and many unions became involved in these campaigns because the Democratic candidates stood with us on the issues that matter—a higher standard of living, fair labor laws, safe working conditions and a fighting chance to share in the opportunities of this nation.

Without the backing of union members, Doug Wilder and David Dinkins would have lost—and Democrat Jim Florio of New Jersey would have faced a much closer race against Republican Jim Courter.



OPEIU President Jim Kelly congratulates newly elected New Jersey Governor Jim Florio.

In each election, pro-worker forces faced the bulging war chests and "top guns" of the opposition.

Now more than ever, we urge OPEIU mem-

(Continued on page 7)

Fred Toles

by Barbara Moore OPEIU Local 2

Fred Toles, OPEIU Local 2 member and purchasing agent for the Washington, D.C. Office of the International Union, wears many hats. He is often seen by his Washington co-workers wearing his "Dr. Zhivago" hat at the very first sign of snow. When the D.C. office coffee station is not kept clean and the Washington Redskins let him down, he turns quickly into the "Mad Hatter."

In a more serious vein, Fred speaks modestly about his affiliation with The Church of the Atonement in Southeast Washington where he has just been elected (by a large majority of votes) to be the youngest member of the Vestry. His affiliation with "Atonement" began over 35 years ago when he served as an altar boy, rising at 5 a.m. to turn on the lights and heat the church. Today, he serves as Secretary-Treasurer for the Men's Club and substitute teacher for his daughter's Sunday School class. He recently participated in the recruitment and transportation of 40 neighborhood youngsters to a sister church in Maryland for a day of activity that included drug education, basketball play and use of library facilities.

Cooking with flair and flamboyancy is a side interest of Fred's. Though greatly out-numbered by his female co-workers, he boasts about his infamous macaroni side-dish and the Tom Turkey he prepares for the D.C. office Christmas party. This runs second to his bragging about his children, Fred, Jr., a sophomore at the University of Pittsburgh and Karen, an 8th grade student at Andrew Jackson in Maryland.



Fred's career with OPEIU stretches back to September of 1967, when he was employed at the age of 22 in the office of the late former Secretary-Treasurer J. Howard Hicks. He has since served under Secretary-Treasurer Emeritus William A. Lowe and Romeo Corbeil and is currently serving OPEIU locals and International staff. His willingness to help others has made him many friends among the other unions in the AFL-CIO building.

Noting all of the above, it is apparent why the Washington, D.C. office throws their "hats off to Fred."

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 Barbara Moore for the article submitted here.

Happy hunting, bounty hunters.

Letters to the Editor • Letters to the Editor

American Federation of Labor and Congress of Industrial Organizations

200 Broadway Street, N.W.
Washington, D.C. 20006
(202) 637-5000

January 23, 1990

Dear Trade Unionists:

Some 8,000 members of the International Association of Machinists and Aerospace Workers are now in the 11th month of their strike against Eastern Airlines.

Despite the tremendous financial pressures placed upon them during the course of this lengthy ordeal, these workers and their families have held together with the kind of solidarity and mutual support that does credit to the historic aspirations of the labor movement. As they stand on the front line of the battle against corporate greed, they deserve the continued support of trade unionists everywhere.

The IAM's most pressing need is for money to continue operating its major food pantries in Miami, Atlanta and other key cities where the union is providing food and provisions on a weekly basis to some 3,000 families.

Therefore, I ask that you take whatever steps possible to encourage union members to assist their striking brothers and sisters with cash donations. A supply of "Food for Solidarity" stickers, which should be attached to cans for passing at union meetings or for "bucket-drops" at plant gates, union halls and employee lounges are being sent out by the Department of Community Services.

Collected monies should be sent to the "AFL-CIO address for Eastern Fund," 913 Sixteenth Street, S.W., Room 703, Washington, D.C. 20004.

These striking Machinists have vowed not to give up the fight until they win a fair and just settlement at Eastern Airlines. Their courage and forbearance are an inspiration to trade unionists everywhere, and we must show them that the family of labor won't let them down.

Sincerely and fraternally,
Joe Kilb
President

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION

4000 BELLEVUE AVENUE
SUITE 200
VANCOUVER, BRITISH COLUMBIA
V6L 1C2
TEL: (604) 427-8877
FAX: (604) 427-8140

file no. 89.0108
1989.12.07

Dear OPEIU Local:

The Labour College of Canada is a unique educational institution. Instruction is at a university level and does not substitute or duplicate the educational program offered by the Canadian Labour Congress and its affiliated unions. Entrance requirements are not stringent and scholarships and bursaries are available to assist unionists who wish to attend. A correspondence course is offered as a preparation for the 4-week Residential Program.

The Labour College of Canada relies on donations from various labour organizations as well as government grants. Many Locals give \$6 per member per month donations to the Labour College or offer yearly contributions. The OPEIU has made a donation this year of \$1,000.

I would encourage you all to support the Labour College of Canada by contributing whatever amount you may be able to do so.

If we are to achieve our goals, unionists must be given the opportunity to obtain the necessary skills to meet the challenges that lie ahead. Give generously!

In Solidarity,
Anne Harvey
Anne Harvey
CANADIAN DIRECTOR

MV/cf

P.S. The only thing we can fault the Labour College for is not providing brochures in French. However, we will raise this issue at the next CCC meeting and suggest we send them a letter on the issue.

November 30, 1989

Mr. Gilles Beauregard
Secretary-Treasurer
Office and Professional Employees
International Union
813 16th Street, S.W., Suite 606
Washington, D.C. 20006

Dear Mr. Beauregard:

It was quite a surprise to me when I received your recent letter of congratulations informing me that I won the 1989 Christmas Greeting Card Contest.

Thank you very much. I am proud of being an OPEIU winner and also of the cash prize.

Will you please return my original design when you send me the printed card? Also, I would like to have at least six of the finished cards to show my friends. I wrote an article about winning the contest and had the article printed in a local newspaper. You would've believed the many calls I have received from people who are just as excited as I am about me being the winner and about wanting to see a copy of the card. I am enclosing a copy of the article.

I feel that winning the contest is a real honor and I am grateful.

Again, my thanks.

Fraternally,
Sandra F. Brewer
Sandra F. Brewer, Local #18
Route 2, Box 390
Florence, Alabama 35630
Day phone: (205) 388-2271
Home phone: (205) 757-4766

Enclosure

Local Woman Wins Greeting Card Contest

Sandra Robinson Brewer, Florence, is winner of the Office and Professional Employees International Union's 1989 Christmas Greeting Card Contest.

International Secretary-Treasurer Gilles Beauregard of Washington, D.C., recently sent Ms. Brewer a letter of congratulations and a cash prize for her card entry. The Christmas card, designed by Ms. Brewer, was used during the 1989 holiday season.

OPEIU represents more than 120,000 working men and women from all corners of Canada and the United States.

Ms. Brewer is a 22-year member of OPEIU Local 18 of Sheffield.

Mailed to 50,000 Shoals Homes Each Week

Verification of weekly circulation available from Post Office upon request

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Work and Health
by Press Associates, Inc.

Shift Work and Body Rhythm

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

Director, Western Institute for
Occupational/Environmental Sciences

Every 24 hours, our body processes go through a rhythmic, tide-like rising and falling pattern set by our circadian rhythm.

Change brought about by this ebb and flow correspond to the day-night cycle and influences a number of body functions, including temperature, blood pressure, pulse rate, hormone level, etc.

These body functions reach a peak during the day and drop to their lowest point at night. That suits the human organism fine, because man, by nature, is not a nocturnal animal. Normally, we work during the day and rest at night.

But what happens if we turn this pattern upside down—turn night into day, in a manner of speaking—as shift work does for many people.

For most of those workers (not all), the low point of their biological rhythms, normally a time of reduced activity and rest, now comes at a time of peak work demands. Later, when the shift ends, they have to try to sleep when their internal activity is on the upswing.

Shift workers—especially those on the night shift—on the average get one or two hours less sleep than day workers. Furthermore, the quality of the sleep and its effectiveness in refreshing the worker is less than nighttime sleep.

Sleep disorders and gastrointestinal illnesses are the most widespread and commonly identified health problems among shift workers. Ulcers and constipation are more common among shift workers, according to researchers.

Switching shifts can also cause problems. Some workers may lose their appetites. Others may react by overeating. These problems are often aggravated by irregular meals, poorer food in many cases, and eating when the body's digestive system is at a low point.

Fatigue and disruption of the central nervous system, often brought on by lack of sound sleep, can also have adverse effects on digestion.

When the body is out of rhythm and under stress, it also may be more susceptible to the effects of physical agents such as noise, vibration and radiation, as well as to chemical agents such as fumes, gases and dusts.

One survey of accidents at a medium-size steel mill showed a lower rate on the night shift, but the accidents that did occur were more serious than on the morning and evening shifts.

(All three shifts, incidentally, worked under the same intensity of artificial lighting.)

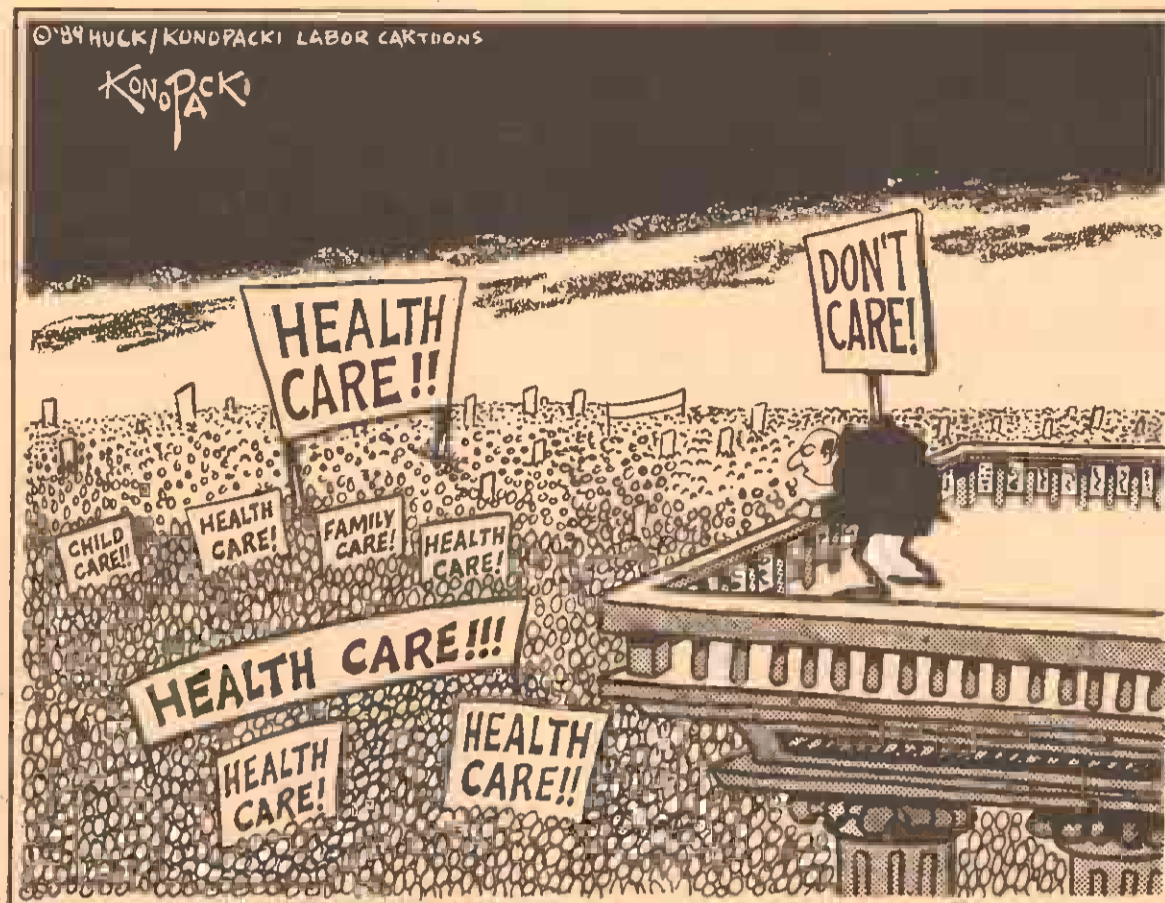
Not all workers, of course, dislike shift work, even preferring the night or graveyard. For some, it may be the incentive of the extra pay. Others just feel they come alive after dark.

Greater adaptability to night work also have been found among those with an extroverted nature whose circadian rhythms follow an evening pattern.

Clinical observations have shown a relationship between an inability to adapt to shift work and the early-to-bed, early-to-rise type.

Although we can't change circadian rhythms, here are some ideas about making shift a better deal for everybody:

- Give workers a greater voice in designing flexible work and shift rosters, and a choice of shifts.
- Reduce hours of work on shifts and schedule more breaks.
- Keep first aid and medical facilities available at all hours.
- Provide better meal and transportation facilities for the odd-hour shifts.
- Provide management-paid medical checkups every six months.



Defending Social Security—Again

by Press Associates, Inc.

Social Security, which Franklin D. Roosevelt considered perhaps his greatest achievement, periodically comes under attack and must be defended again and again. This now may be one of those times, as anti-Social Security right-wingers smell blood and start circling their prey.

To deal with a financial crisis in the early 1980s, the 1983 bipartisan commission on Social Security reform made some tough decisions. There were some benefit cuts which the supporters of Social Security found it hard to swallow. But the major change approved by Congress was to schedule increases in the payroll tax to build up a surplus for the post-World War II baby boomers who begin retiring from about 2010 onward.

That began a shift from pay-as-you-go financing toward a long-range build-up of large surpluses decades from now. The system was said to be financially sound for the next 75 years.

But the Reagan and Bush Administrations could not resist the temptation to use the rapidly-rising Social Security reserves as part of the federal budget to mask record-high deficits. In fairness, it should be noted Lyndon Johnson did the same thing.

Now an event called "Moynihan's Social Security Bombshell" has exploded on Capitol Hill, exposing the budgetary charade of the current Administration. Congressional hearings will air the issues and perhaps lead to constructive solutions.

What Senator Daniel Patrick Moynihan (D-N.Y.) did to get everyone's attention was to announce that he would move to rescind the Social Security payroll tax hike that kicked in Jan. 1. This would reduce taxes by \$7 billion this year and more than \$50 billion in 1991; it could mean up to \$600 per year in lower taxes for working couples.

"We are abusing a trust," declared Moynihan, a member of the 1983 reform commission and a strong defender of Social Security. "We are taking moneys given for retirement benefits, for widows and orphans and for the disabled, and we're using it as if it were general revenue."

Moynihan objected that a regressive tax, such as Social Security which applies a flat rate

of 6.2 percent to the first \$51,300 earned, weighs more heavily on workers and the middle class. He believes that general revenue for running the government should come from the progressive income tax.

According to the Congressional Budget Office, the Social Security reserves rose by \$52 billion in fiscal 1989. The federal budget deficit was \$204 billion. By counting in the Social Security surplus, the federal deficit shrinks to \$152 billion.

CBO estimates show the federal deficit rising slowly to \$206 billion in 1990 and moving up to \$268 billion in 2000. The Social Security trust fund will go up to \$65 billion in 1990 and jump to \$236 billion by 2000. By counting the trust funds in the federal budget, the deficit practically disappears, going down to \$141 billion in 1990 and sinking to \$32 billion in 2000.

In short, the figures show that the government does not have the deficit under control and is hiding the problem.

Robert M. Ball, Social Security Commissioner in 1962-73 and a Democratic member of the 1983 reform commission, injected some common sense into the debate in an op-ed article in the *Washington Post*. Ball strongly objected to a tax cut now, and said his answer to a pay-as-you-go approach on Social Security is "maybe, later on." He said the system needs a build-up of reserves for several years to come.

Ball also pointed out that Medicare's hospital insurance program is underfinanced. He said a good pay-as-you-go plan would be to achieve an adequate contingency trust fund by 1995 and then reallocate to Medicare the part of the Social Security tax now proposed as a cut. That would put Medicare in sound shape for the next 25 years, he said.

The conservative enemies of Social Security are proposing a phased-in privatization of Social Security by using the surpluses to create individual retirement accounts.

Labor, senior citizen groups and other supporters of Social Security defend this most successful of programs as a family protection package which cannot be purchased in the private sector at any price. Vigilance is still needed to preserve it.

OPEIU local unions commit to labor education

Many of our local unions are committed to labor education. Their primary objective is to develop leadership by increasing the ability of members to understand, to analyze, and to deal with everyday problems and issues that may confront them at work, in their local and in the community. Members gain valuable knowledge and leadership skills.

Other types of education include orientation to the local union, its history and purposes, how they as members can become more actively involved.

We asked our local unions to share with us the types of programs they offer members, because we believe labor education is vital to our union's growth and strength. We also believe we can learn much from each other in this important area.

From the examples described below it is clear that good, effective training can take many forms: in-house lunch sessions taught by business representatives, day-long programs with or without outside experts, to on-campus college or university programs.

Local 106 Groton, Connecticut

"The basic objective of the program," says Local 106 President Paul Bruno, "is to train union members for active participation in the affairs of their communities. The Union Counselling Program cooperates with other community groups in improving the quality of life for all citizens and the quality of social services, while at the same time, educating union members about available health and welfare services and how to use them in helping all people."

Local members are taught the fundamentals of referral work and counselling. To date, the graduate counsellors have helped many members form the union as well as neighbors, friends and other citizens in the community.

Some of the subjects covered include workers' compensation, social security, medicare, public and general assistance, unemployment emergency assistance, food stamps, veterans benefits, information and referral services, and practice referral interviews.



Pictured here are Local 106 graduates of the union counselling program (left-to-right): Steve Hancock, Kathy Daggett, Virginia Gray, Joan Orowson, Joan Gionet, Joe Q, Maurice Cloutier, Laura Brown, Joe Brockett, Sara Chaney and Paul Bruno.

Local 8 Seattle, Washington

Local 8 in Seattle offers a variety of training programs. Steward training is offered in day-long, Saturday workshops where the stewards are introduced to the Steward's many roles, grievance processing and

internal organizing.

New members are offered a one-hour orientation session each month which includes a brief video, discussion of what Local 8 and OPEIU do, how it works and how to make it work well for each member. A 25% rebate on the initiation fee is an additional in-



Local 8 sends six to "Working Women's Summer School" at Evergreen College.



Kim Cook, Local 8 Representative, leads stewards in a discussion on successful internal organizing.

ducement to new members to attend.

Local 8 had several women attend the Summer School for Trade Union Women at Evergreen State College campus. One primary focus for the group was labor history, and in fact they produced a videotape during the sessions.

Local 8's commitment to education and training of their members is obvious from their education committee, which meets every few weeks to discuss projects and educational seminars from which members can benefit. The committee is currently planning a training seminar on collective bargaining in early 1990.



Child care is regularly offered at Local 8 training sessions.

Local 12 Minneapolis, Minnesota

"We have actively promoted education programs for Local 12's members in the past and will continue to do so," says Local 12 Business Manager John Swadner. "We are fortunate in our area to have an excellent union education program through the Labor Education Service at the University of Minnesota. We have worked closely with LES in designing and sponsoring steward training classes taught by instructors from the university. We have also reimbursed 100 percent tuition costs for a number of our members who have successfully completed other LES classes."

The type of classes Local 12 has paid for include grievance handling, arbitration, public and private sector collective bargaining, public speaking, union leadership training, women in the labor movement. As with many other locals, they regularly promote union education in their newsletter and well as through the field staff.

Local 12 also recently sent three members to attend the "one-on-one" training conducted in Milwaukee that was organized by OPEIU Local 35. "We now intend," says Swadner, "to introduce this program throughout our Local using members who received this valuable training to teach the program."

Local 95 Wisconsin Rapids, Wisconsin

Local 95 recently sponsored a stewards training class, in which 60 stewards participated—stewards with varying degrees of experience and from many diverse shops.

Mike Salmon, the Local's Business Representative, taught the session and distributed new steward manuals which he developed. Subjects covered during the training were listening techniques, differentiating between a grievance and a complaint, the grievance fact sheet, presenting the case, keeping records and the union's duty of fair representation. A videotape on the right and wrong ways to approach members for input was also shown.

Local 153 New York, New York

Like numerous locals, 153 uses a variety of education and training techniques to reach as many members as possible. Members are regularly sent to either the New York State School of Industrial and Labor Relations at Cornell University or to Empire State Labor College to take courses for credit in labor law, arbitration, labor history, collective bargaining and the like.

In addition, the local for many years has traditionally held an annual shop steward training session. In 1989 the stewards met over a two-day period away from the city to discuss in-depth the problems they encounter with employers and on the job. Professional arbitrators, historians and academicians were brought in to teach the training classes which covered grievance handling, history and politics.

The local has from time to time held weekly steward training classes at work sites following the workday. It has also had training during lunch periods. "We will try to reach our members any way

possible. If they can't come to us for training, we go to them," said Local 153 Secretary-Treasurer Michael Goodwin.

"We try to be innovative and offer training on the basics as well as on the most current trends in labor relations," he said.



Professor Barbara Tischler explains U.S. labor history and origins to 153 stewards.



Commissioner Hezekiah Brown leads discussion on grievance handling with shop stewards.

Local 397 Regina, Saskatchewan, Canada

For the past two years, Local 397 has held successful fall stewards' schools. The most recent took place October 28 and 29 at the Rayner Centre on Lake Diefenbaker and nearly 45 stewards attended.

"Each year the school has a theme," said L. Sheffer, Local 397 Representative. This year it was *Dealing with Management*. Subjects covered were union-management relations, contract interpretations, AIDS in the workplace, employee performance appraisals, among others.

Many local unions find that getting away for several days allows union representatives and

Local 153 also regularly has an education component at its membership meetings. Recent speakers have addressed the members on drug and alcohol abuse, the Howard Beach incident and race relations in New York City, domestic violence, and more.

handling, the duty of fair representation, labor law, recent changes in civil service rules and regulations affecting public employees.

Local 393 Saginaw, Michigan

Local 393 frequently co-sponsors programs with are other unions. For example, in September 1989, they co-sponsored "Links on the Chain"—a theatrical as well as educational program in song and narrative.

According to Local President Kitty Packard, the local on a continuing basis through the Michigan State University Labor Program Service also has classes on steward training, bargaining, etc.



Developing communications skills

■ Join us for the 1990 Regional Education Conference where academic and communications experts will teach us how to better communicate with our members and potential members.

■ Participate in an internal organizing campaign—convincing workers to join the union or members to get involved.

■ Through video, lectures, case studies, simulated exercises we will learn how to better communicate one-on-one, in small groups and before large audiences.

■ Using issues of importance to OPEIU members we will prepare presentations for our union memberships for pre-bargaining, ratification of a contract, settlement of a strike, a legislative campaign, committee work, and much more.

■ Learn how not only to speak effectively but the importance of being a good listener. Join us for this very important conference.

Southwest/Southeast
April 18-20, 1990
San Antonio, Texas

Western Canada
May 23-25, 1990
Vancouver, B.C.

stewards to interact at a much higher level without any distractions. The amount of information exchanged is frequently invaluable.

Local 32 Newark, New Jersey

With a string of organizing success in the New Jersey public sector, Local 32 recently conducted a grievance handling workshop for stewards in the newly organized units. That day-long program was coordinated by professors at the Rutgers University Labor Education Department in New Brunswick, where it was held.

The participants covered the basics of grievance

Around the Locals • Around the Locals • Around the Locals

Local 32-backed family leave bill becomes law in New Jersey

Family leave became a reality for New Jersey workers this year as legislation actively supported by Local 32 was signed into law in January by out-going Governor Tom Kean.

The act, which becomes law in May of this year, mirrors the national legislation which has been bogged down in Congress. It provides up to 12 weeks of unpaid leave for the birth or adoption of a child, or for the care of a seriously ill parent, spouse, or child. The law allows employers to provide for paid leave if they choose. Employees who take the leave shall be entitled to restoration of the position they held at the time of the leave, or a comparable one, upon the expiration of the leave, and the employer must continue to provide for whatever medical benefits were

in place for the employee for the term of the leave.

The 12-week leave may be taken intermittently in order to provide for extended periods of treatment for such illness as cancer.

The family leave act was coupled in the State legislature with the temporary medical leave act which provides up to 26 weeks of unpaid leave for the employee who becomes ill or injured, outside of the workplace. The latter bill was viciously opposed by the business groups in the state, and it never made it out of committee in time for the end of the 1989 legislative session. The Temporary Medical Leave Act was re-introduced for the 1990 session, and Local 32 and other unions will spearhead the effort to have this bill passed as quickly as possible.

IUD names union busters to dishonor roll

Private police forces, electronic surveillance and "rent-a-noon" squads are becoming increasingly common in corporate labor relations, according to the Industrial Union Department (AFL-CIO), which has added six such union-busting companies to its annual Dishonor Roll.

The services these companies offer include migrant workforces ready to cross a picket line and live in on-site temporary housing as well as armed guards outfitted in full riot gear. Their clients span the range of American industry and they are often hired at the recommendation of anti-union law firms.

The 1989 Dishonor Roll nominees are: Vance International's Asset Protection Team, Alert Network, Railfinders Inc., Special Response Corporation, BE & K, and Wackenhut Corporation. Their names were announced at a press conference held today by the IUD in conjunction with the AFL-CIO Convention in Washington, D.C.

This is the seventh year in which the IUD has published its Dishonor Roll, which was originally designed to focus public attention on companies which had made it a deliberate policy to undermine free trade unions and destroy collective bargaining.

This year, for the first time, the Dishonor Roll focuses on companies which provide specific union-busting services to firms determined to get rid of their unions.

"These companies are among the dozens which use intimidation and confrontation as weapons," said IUD President Howard D. Samuel. "Their activities pose a continuing threat to peaceful and productive labor relations and to the institution of free collective bargaining."

Speaking as a professional in the field, President Robert B. Kliesmet of the International Union of Police Associations, added his concern over the negative effect of this new trend.

"Many of the 'rent-a-cops' are not law enforcement professionals. They're 'gung-ho' mercenary types who lack proper law enforcement training. They often create situations of violence which they then sell their services to rectify; and they are not obligated to protect constitutional rights. They often create situations of violence by their very presence and confrontational demeanor."

Congressman Nick Rahall (D-WV), who also appeared at the press conference, drew a comparison between the activities of these companies and those activities which were investigated by the Senate Civil Liberties Committee, chaired by Senator Robert M. LaFollette, Jr., more than 50 years ago. "It is shocking to me that we are gathered here today to hear that many companies who make millions by providing scabs who take jobs from peaceful strikers and guards armed with mace, nightsticks and even firearms who threaten legal picket lines," he continued. "I would hope that we will put an end to the unsavory business of moving armed troops around the country for such purposes."

United Mine Workers President Richard L. Trumka echoed Rahall's concern with this resurgence of tactics which we once thought were in the past. "Vance guards are the high-tech heirs of the Pinkerton and Balwin-Felts detectives brought in by coal companies during the union organizing drives of the 1920's and 30's. They're professionals at intimidation."

OTEU votes to accept contract with Southern Railway of B.C.

Members of the Office & Technical Employees' Union Local 378 at Southern Railway of B.C. voted January 23, 1990, to accept the contract proposal reached January 22. The OTEU and Amalgamated Transit Union reached a tentative agreement in mediated weekend talks. The two unions had been on strike since October 20.

The agreement gives the OTEU members at Southern Railway wage increases of 14.8% compounded over three years, with no concessions.

A highlight of the OTEU settlement is a resolution of the pension problems which had been a major strike issue. The contract calls for a joint union-management committee which will work to develop revisions in the existing pension plan. Any issues that can't be settled by the joint committee within 60 days

will be referred to the mediator for a binding decision.

Other highlights include language giving protection from contracting out. Southern Railway has agreed not to contract out work to evade wage and benefit provisions of the collective agreement. The OTEU also won improved language on job security.

Other details in the OTEU's three-year agreement include a wage increase of \$1.10 an hour, retroactive to April 1, 1989, 50¢ an hour on April 1, 1990 and 79¢ an hour on April 1, 1991.

Southern Railway, previously the rail operations of B.C. Hydro, was privatized last year. It is now owned and operated by ITEL Rail Corporation of San Francisco.

The new contract expires March 31, 1992.

OTEU wins contract with Canadian Northern Shield

Members of the Office & Technical Employees' Union Local 378 at Canadian Northern Shield have voted 96 percent in favour of a contract settlement that offers wage increases of 6% and 6% over two years.

CNS is the former general insurance operations of Insurance Corporation of British Columbia which was sold in 1985. CNS is the only unionized general insurance company in British Columbia and one of the few unionized general insurance companies in Canada. CNS is an industry leader in pay and benefits.

A major improvement in the contract is language that offers protection from contracting out. With the new language, positions can not be eliminated due to the work being contracted out.

Other highlights of the agreement include no discrimination on the basis of sexual preference or physical disability, maternity leave being increased from 16 weeks to 22 weeks, and full-time temporary employees now receiving full benefits.

The 125 OTEU members at CNS include adjust-

ing, clerical and accounting employees, as well as computer operators.

CNS has offices in Vancouver, Kelowna, Prince George and Victoria.

The previous contract ran for three years and expired October 31, 1989. The new contract will expire in 1991.

SeaMar workers vote (Continued from page 1)

mittee has been elected and the proposal is drafted and ready for management. Negotiations will begin shortly. Four of the "in-house" organizing committee members were elected to the negotiating committee, which will be headed by Bo.

As for Schindler, she says that she is "off and running again. Next organizing stop: Catholic Community Service's Homecare Workers. They need a union, too."

Around the Locals • Around the Locals • Around the Locals

Up to 32.75% wage increases for Local 2 members at GHA

OPEIU Local 2 has won a new and outstanding agreement for the 575 members at Group Health Association. Business Representative Daniel McShain hailed the contract as "one of the best in the industry."

Some of the many improvements in the agreement include a 14.5 percent wage increase over three years. In addition, an average of a 2.75 percent step increase will be received on each employee's anniversary date.

"Market impact pay rates were established for the positions of unit clerk, unit clerk/health assistant, radiology technologists, licensed practical nurses, cast technicians, buyers, and ultrasound technologists. (Because of the problems in recruitment, supply and demand, these market impact positions are being paid on higher scales," McShain said.)

Also, in the third year of the contract the department incentive program and "gainsharing" features could result in an added 3-5%. The overall increase for three years based on the scale, step, and other increases could mean as much as 32.75% wage gain for some OPEIU members.

Other improvements include: two hours off with pay for voting and a child/dependent/elder care leave provision allowing an employee to convert up to three days per year of accrued sick leave to take care of a sick child, or a sick or elderly parent or dependent.

There is also a provision for a maximum six-month unpaid leave.

A task force will perform a flextime feasibility study over the first year of the contract. And, a voluntary leave transfer program for disabled employees without sick time benefits will be reviewed.

Over a three-year period, Local 2 will receive \$180,000 for tuition and seminars. A new education leave provision was added to permit an unpaid leave of absence of up to 12 months for education purposes. GHA and Local 2 agreed to develop major contract enhancements in this area to promote personal, professional and promotional opportunity and growth.

A new dental program was extended to OPEIU members and their families. Improvements were made in holiday pay, as well in various sections of contract language.

McShain thanked the bargaining committee for their diligent efforts in settling these negotiations and winning this excellent, new contract.

Holly Farms: rat employer with scab chickens

The AFL-CIO has endorsed a nationwide boycott of Holly Farms which, after being purchased by Tyson Foods, is the largest poultry processor in the country with over 25% of the market.

Holly Farms' drivers and yardmen won representation of the International Brotherhood of Teamsters on March 9, 1989 in a National Labor Relations Board supervised election by a margin of 211-70. The union was certified as the bargaining agent 15 days later.

Then unfair labor practices by the company began—threats of loss of jobs, interrogation of employees, firings, and arrests made for hand-billing on company property. Efforts at the bargaining table were fruitless and on September 12th the union was informed that Tyson Foods would operate the transportation and employees were no longer represented by the Teamsters.

Immediately, drivers wages were reduced to the Tysons Foods' pay scale cutting wages as much as \$6,000 per year. As a result of the company's unfair labor practices as ruled by the NLRB and the company's refusal to bargain, drivers and yardmen were forced to strike October 1, 1989.

Holly Farms' products have a short shelf life because they are perishable, therefore, a boycott of its products would aid in a victory for the employees and Teamsters Local 391 in Kernersville, North Carolina.

Alternative product: Country Pride

Boycott Coordinator:

Bruce Blevins

Teamsters Local 391

P.O. Box 929

Kernersville, NC 27285

919/668-0441

Don't Buy Chickens From

HOLLY FARMS TYSON FOODS

This is not a strike against any store or market.

For more information: Teamster Local 391, Box 929, Kernersville, N.C. 27285
(919) 668 0441

**WORKERS
MEMORIAL
DAY
APRIL 28**

afl-cio

You made the difference

(Continued from page 1)

bers to join our Voice of the Electorate 100 Club and take part in the union's political and legislative activities.

Now more than ever, we must turn these electoral victories into reality with laws and legislation that protect rights and increase opportunities for working men and women.

Now more than ever, the new leaders entering office will move on our issues and listen to our voices, if we speak together. If we do not, a precious opportunity for progress could be lost.

In 1990 we will be electing governors, senators and state legislators. We must work to ensure that people elected to positions of responsibility will be responsive to the legitimate needs and desires of working men and women.

Now more than ever, labor can advance its goals by continuing to work to elect our friends and defeat our enemies.



Help for organizing

by John Kelly, International President

Yes, it's easy for Kelly to say, "Let's organize," But he doesn't know the territory. There is no way we can organize in this area. The people here are different. Yeah, it was easy to organize back in the olden days, but things are different today and we have all those union busters. It costs money to organize and we just don't have it. No, we just hope we can stay the way we are.

Too often many of us have heard those statements. Many of our locals continue to prove all those excuses are just that. They have gone ahead and brought the benefits of collective bargaining to unorganized office clericals and professionals.

I'd like to share with the membership a few stories of those locals. Our Local 459 in Lansing, Michigan, not long ago went to conventions and reported one vote. You know what that means; they had less than 100 members. In 1986, they had moved that one vote to 7, with an average membership of 700. Their last report showed a membership of 1441. Just about doubled.

I'm pretty sure Lansing hasn't changed, the union busters haven't gone away, and they didn't suddenly win the lottery. It's very simple. The leaders of the local union realized if they didn't organize, the local would cease to exist. They also knew it was not fair to their members if they failed to have an impact on area wage rates as a result of collective bargaining.

Working with the International office and with dedicated members they set out on an aggressive organizing program and doubled their membership. They haven't stopped. They called me a few days ago to report they had an NLRB election for the more than 200 people working in North East Mental Health. These employees won when they voted yes for Local 459 in that election. Theirs is not a unique story.

An aggressive dedicated group of union officers in Local 57 in Montreal have continued to report steady growth, organizing group after group of financial employees in the province of Quebec. Our locals

15, 434, and 57 in Canada represent more banks and financial institutions than any other labor organization. Local 57 just recently opened a branch office in the City of Quebec in order to continue their organizing activities.

I attended a membership meeting of Local 12 in Minneapolis-St. Paul a few weeks ago. It was a very rewarding night. Not only did I learn that the local was planning an organizing program, but after the meeting was concluded I attended a class being conducted for approximately 20 members on the ONE-ON-ONE program. This program uses rank-and-file members to meet with other members, learning the needs of these members, and it gives them a chance to explain union programs to them.

Our Local 8 in Seattle, Washington, is another success story. There a group of dedicated trade unionists, undertaking campaign after campaign, have brought the benefits of collective bargaining to the unorganized. They have entered and been successful in organizing new fields on behalf of our health care workers.

I can assure you that in not one of these locals has the union's function of servicing suffered. If anything, servicing has improved because of the involvement of most members of the union.

Yes, all of this might be true, but we really do not have enough money to organize. But you're right, there can be some expense involved. Those of you that attend these functions know that a financial assistance program was approved to enable locals to undertake organizing campaigns. Monies are available to rank-and-file members who participate in developing organizational leads, and monies are available to offset the costs to the local.

In these locals and others there is one common thread: dedicated officers and an active membership working to build their local unions. We should reach out to the many people in our locals who are just waiting to be asked to help. If we ask, they will be our greatest assets in telling the OPEIU story.

We should ask ourselves if it is being done by other locals, why can't we do it? The International office is ready to do what we can to help.

Thanks to your support OPEIU now has our own MasterCard® design

More than 18,200 members of the Office & Professional Employees International Union and their families recognize a better deal when they see one and have responded in such numbers that we have reached the level of participation at which we are eligible for our own, custom-designed card. Here's what it looks like:



Those who get the card now, and those whose cards are renewed from now on, will be receiving these new cards with their stronger union identification.

Now you can be even prouder to show union purchasing power in the marketplace by using your OPEIU MasterCard! Of course, the Union Privilege CardSM MasterCard that members now carry has been called "... the best buy in the Nation of any widely available credit card," by Ken McEldowney, Executive Director of Consumer Action. Union families are enjoying the Better-DealSM that has already given them an estimated \$150 million in lower credit card costs. This startling figure was arrived at by comparing actual usage and payments on our cards with what members would have paid on an average of comparably used cards available from the top ten national card-issuing banks with higher rates and annual fees. This Better-Deal will continue. The new card will have all of the same union-negotiated benefits and it will tell the world that you are a member of the Office & Professional Employees International Union.

So members who already have the Union MasterCard should look for the new card when their current cards expire. And if you haven't yet applied for the card, now is a better time than ever to do so. Applications are available from your local office.

Your union and the AFL-CIO are delighted to be able to offer you the opportunity to receive this convenient, Better-Deal credit card. It's another way of showing the benefits that come from solidarity.

U.S. Price Index

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

1988	Old*	New*
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

1989	Old*	New*
January	356.7	119.7
February	358.0	120.2
March	360.0	120.8
April	362.9	121.8
May	364.9	122.5
June	365.9	122.8
July	366.8	123.2
August	367.0	123.2
September	368.3	123.6
October	369.8	124.2
November	370.6	124.4
December	371.1	124.6

1990	Old*	New*
January	375.0	125.9
February	376.6	126.4

Canadian Index

Statistics Canada
New Base 1981 = 100

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
December	146.1

January	146.8
February	147.8
March	148.5
April	149.0
May	150.5
June	151.3
July	152.3
August	152.4
September	152.6
October	153.2
November	153.7
December	153.6

January	154.9
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* 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.

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INTERNATIONAL UNION
affiliated with the AFL-CIO, CLC

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GWEN WELLS
Managing Editor



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Bergen court clerks

(Continued from page 1)

vision care benefits.

The court clerks were also concerned about changes in the New Jersey judiciary which have left their status unclear. A 1985 court case in Passaic County attempted to resolve the issue of whether the county or the court was the actual employer, but in Bergen County the question was muddled by the court's attempt to shift jurisdiction to suit its needs. In addition to settling the two-year-old bargaining stalemate, Business Manager Patrick Tully said Local 32 is resolving the employment status of the court clerks.