



WHITE COLLAR

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, AFL-CIO AND CLC

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Canadian Sector Lawsuits Settled

On August 5-7, 2007, representatives from the International Union met with representatives of the Canadian sector and settled lawsuits that were first initiated in June 2004, following secession of the Canadian sector from OPEIU.

Lawsuits were filed in Florida and British Columbia by OPEIU against the Canadian sector and countersuits were filed by the Canadian sector against OPEIU. The dispute began when the Canadians abruptly cancelled rooms at the Diplomat Hotel in June 2004, and failed to participate in the OPEIU Convention, causing economic harm to OPEIU. The International Union had guaranteed the rooms under a contract signed years earlier.

The International Union also provided

funds to Canadian delegates to attend the 2004 Convention from the International Convention Fund, only to learn later that the funds were used to transport delegates to their own "rump" convention to create a separate union named Canadian Office and Professional Employees (COPE). The Canadians also maintained possession of OPEIU's ROC Funds held in a bank in Montreal.

Among OPEIU's claims was a request for a secret ballot election to determine the wishes of Canadian members, return of funds taken by the Canadians to which they were not entitled, and past due per capita tax payments to the International Union by Canadian Local Unions.

In their lawsuit, the Canadian sector filed

counterclaims with the Court seeking confirmation of the legality of their secession in June 2004. They also sought 24 percent of the International Union treasury and untold millions in damages for abuse of rights and procedures.

The negotiations were tough for both sides because of the high level of emotion each side had been experiencing since June 2004. After two days of negotiations, an agreement was reached on August 7, 2007, containing the following highlights:

All of the Canadian claims against OPEIU, President Michael Goodwin and Secretary-Treasurer Nancy Wohlforth were withdrawn.

COPE and SEPB (French acronym for *(Continued on page 10)*)

OPEIU Endorses Hillary Clinton for President

At a special meeting called in Des Moines, Iowa on December 1-2, 2007, the International Union Executive Board endorsed Senator Hillary Clinton for President in the Democratic primary elections. The action was made following the results of a Presidential Preference Survey taken among Local Unions. Participants had the option of taking a vote of their Local Union Executive Board, Shop Steward body or General

Membership.

Thirty Local Unions participated in the survey representing 60,413 members, where Senator Clinton received the overwhelming majority of votes. The Clinton campaign requested that Senator Clinton receive OPEIU's endorsement in Iowa, and offered to include OPEIU's Guild 45 podiatrists in a future healthcare event. Senator Clinton believes in a greater emphasis on prevention,

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OPEIU President Michael Goodwin and Senator Hillary Clinton.

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Editorial



Business Seeks Better Deals from Bush Administration

By Michael Goodwin, International President

Big Business, nervously anticipating the possibility that the Democrats may win control of Congress and the White House in 2008, for the first time in 14 years is racing to secure final approval from the Bush administration for a wide range of health, safety, labor and economic rules in the belief that they can get better deals now before the Democrats take over. The list of last-minute rules typically grows with regulations churned out in the final weeks of any administration.

Randel K. Johnson, a vice president of the United States Chamber of Commerce, said, "I am beefing up my staff, putting more money aside for economic analysis of regulations that I foresee coming out of a possible new Democratic administration."

At the Transportation Department, trucking companies are trying to get final approval for a rule increasing the maximum number of hours commercial truck drivers can work. And automakers are trying to persuade officials to set new standards for the strength of car roofs — standards far less stringent than what consumer advocates say is needed to protect riders in a rollover.

Documents on file at several agencies show that business groups have stepped up lobbying in recent months, as they try to push the Bush administration to finish work on rules that have been hotly debated and, in some cases, litigated for years.

A priority for many employers is to secure changes in the rules for family and medical leave. Under the 1993 Act, signed into law by President Clinton, employees who work for an employer with 50 or more employees are entitled to 12 weeks of unpaid leave to care for newborn children or sick relatives, or to tend to medical problems of their own. In addition, the Bush Labor Department has also signaled its interest in making changes.

The National Association of Manufacturers said the law had been widely abused and had caused "a staggering loss of work hours" as employees took unscheduled, intermittent time off for health conditions that could not be verified. The use of such leave time tends to rise sharply before holiday weekends, on the day after Super Bowl Sunday, and on the first day of the local hunting season, employers said.

Debra L. Ness, president of the National Partnership for Women and Families, an advocacy group, said she was "very

concerned that the Bush administration will issue new rules that cut back on family and medical leave for those who need it."

That could be done, for example, by narrowing the definition of a "serious health condition" or by establishing stricter requirements for taking intermittent leave for chronic conditions that flare up unexpectedly.

The Chamber of Commerce is seeking such changes. "We want to get this done before the election," Mr. Johnson said. "The next White House may be less hospitable to our position."

Indeed, most of the Democratic candidates for president have offered proposals to expand the Family and Medical Leave Act, to provide paid leave and to cover millions of additional workers. Presidential candidate Senator Hillary Clinton of New York says it has been an "enormously successful law."

One of the major reasons business is pressing the Bush administration for changes now is out of fear that the next president will be a Democrat who will find that it is not easy to make immediate and sweeping changes to erase the damages done by new rules. The Supreme Court has held that a new president cannot arbitrarily revoke final regulations that already have the force of law. To undo such rules, the new administration must provide a compelling justification, and go through a formal rule-making process, which can take months or even years.

Few industries have more cause for concern than drug companies, which have been a favorite target of Democrats. Republicans run the Washington offices of most major drug companies, and a former Republican House member is president of their trade association, the Pharmaceutical Research and Manufacturers of America. The fear is that under a Democratic administration, all this will change.

Loren B. Thompson, a military analyst at the Lexington Institute, a policy research organization, said: "Defense contractors have not only begun to prepare for the next administration, they have begun to shape it. They've met with Hillary Clinton and other candidates."

Despite the strong possibility that the Democrats will take over in 2009, we cannot assume that it will automatically happen. We must work hard in every area of the country to make sure that Democratic candidates who are supportive of worker issues are elected.

Letters to the Editor

Dear Ms. Wohlforth:

In my one week stay at Romeo Corbeil/Gilles Beaugard Summer Camp, I was educated about unions, labor laws, and spoke to all types of people from across the nation. When I went to camp I was flooded with knowledge and everlasting memories that will stay with me eternally. It was one of the most enjoyable times I have had. The camp setting was very luxurious, the food was delicious, and the counselors were immensely commendable. Thank you for giving me this wonderful opportunity to attend the Romeo Corbeil/Gilles Beaugard Summer Camp and I look forward to coming back in the future.

Sincerely,
Carla Cirelli

Local 251 Attends 24th Triennial Convention

Dear Sisters and Brothers:

President Sue Rivas, Vice President Amy Cogswell, and Trustee Carol Gary, of OPEIU Local 251 in Albuquerque, New Mexico, attended the 24th Triennial Convention as their Local Union's delegates. It was a wonderful experience for all three. Meeting OPEIU leaders and workers from across the country was inspiring. It was easy to see why Mike Goodwin and Nancy Wohlforth were re-elected. They are effective leaders, which was obvious at the convention. The business of the convention was expertly conducted. We passed resolutions, received reports, elected officials and listened to outstanding labor leaders



Local 251 Trustee Carol Gary and President Sue Rivas.



Again, we reprint letters from our members on various issues. We invite our readers to continue to share their opinions with us, whether in support of or in opposition to our own. Debate is healthy and welcomed in this union. Letters are edited for length only, not content. Remember: Anonymous letters will not be printed.

**You can also reach us on the Web:
<http://www.opeiu.org>**

and workers speak to us of the successful work being done around the country for the labor movement.

Several senior members were honored for their long membership with OPEIU. What a privilege to meet Charlie Ponti Sr., now in his 90s, who has been a member of OPEIU for 70 years. Don't we all hope we are active attendees at an OPEIU Convention even 30 years from now!

The memorial for OPEIU members that had passed away was beautiful and very touching. This was a touching tribute to those who have worked for their sisters and brothers.

Guest speakers provided inspiring messages. AFL-CIO Secretary-Treasurer Richard Trumka stressed the importance of the labor movement. We can't forget, "We

need a labor movement that is strong enough to elect a president who will make workers an equal partner. We built this country. We make this country work every day. We alone can turn this country around. We can do it. We will do it because of love of country. Stand together. Vote together. Work together. Fight together!" After a speech like that, you feel like we can do anything together. We can!

The music selections were stirring and we all enjoyed the lively selections. Several fun programs were presented during the convention. On the last day of the convention we were entertained by David Brenner. His jokes fit the crowd and it was good to laugh out loud with our sisters and brothers.

Sue, Amy and Carol enjoyed staying at Las Vegas' Flamingo Hotel. The accommodations were comfortable, the gardens with exotic birds were a gorgeous oasis in the intense heat of Las Vegas, and there are a fun variety of restaurants, shops, and entertainment.

Carol Gary, a delegate relatively new to OPEIU, was happy to find that her international union was full of good people and international leaders who lead with integrity and a forward view that will take us all towards our common goals in solidarity. She gained valuable knowledge about the labor movement at the convention.

The convention was conducted with a wonderful spirit of solidarity felt by all. It is true that our leadership worked hard to plan a fabulous convention that was meaningful, inspiring and full of entertaining activities for all. Thank you so much, OPEIU, for a lively and uplifting experience that will never be forgotten.

Sincerely,
Amy C. Cogswell
Vice President, Local 251



Local 251 Vice President Amy Cogswell, President Sue Rivas, and Trustee Carol Gary.

Members to Receive New Benefit



Delegates to the 2007 OPEIU Convention in June approved a new PerksCard benefit to be provided by the International Union at no cost to the member.

It was originally scheduled to be effective October 1, 2007, but changes made by the company have pushed back the date to the first week in January 2008. All OPEIU members will be sent a PerksCard at the last known address provided to the Local Union and the International Union.

Members will be able to save hundreds of dollars annually on items they buy every day, such as movie tickets, video rentals, dining out, healthcare, car repairs, home improvements and much more. Plus, members will receive discounts on all special occasion purchases, including gifts, travel and entertainment.

Several ways members can save are as follows: **Dining**—gift cards and dining certificates; **Vacations**—theme parks, hotels and car rentals; **Home Improvements**—gifts cards, furniture and flooring; **Entertainment**—video rentals, movie tickets and golf; **Automotive**—repairs, purchases and oil changes; **Home and Living**—flowers and gifts, and home security.

The International Union has set up a hotline for members to call and ask questions about their new PerksCard. The number is 1-877-737-1086.

Member Wins Back Pay Award

Helicopter pilot Richard Golden, a member of OPEIU Local 108 employed by Petroleum Helicopter, Inc. (PHI), has won an \$11,836.80 award issued by California Labor Commissioner Hearing Officer C. Coldwell on September 20, 2007, following a hearing in August 2007.

The issue arose when the company claimed that Golden did not return company equipment after the pilots' strike began in September 2006. PHI subsequently deducted the value of the equipment from his wages without his authorization. Golden claimed that the deductions included items he never received.

The Hearing Officer ruled that "The making of a deduction from wages without a specific written authorization from the employee constitutes a prejudgment, garnishment of wages, and as such, is an abridgement of due process of law."

The Hearing Office awarded Golden wages of \$11,836.80 as a penalty (30 days at \$394.56 per day, based upon a 12-hour workday).

Senior Business Representative Paul Bohelski attended the hearing in support of Golden.

Local 107 Celebrates Ten Years as First Helicopter Pilots' Union in U.S.

Local 107 is celebrating its ten-year anniversary as the first helicopter pilots' union in the United States, certified by the National Mediation Board on August 7, 1997.

The first unit was the result of a successful vote at Air Log; at the time of the vote, the pilots hadn't had a pay increase in ten years, just slight adjustments to the scale itself.

"Air Log was telling the pilots that they were the highest paid in the industry," said Local 107 Secretary-Treasurer Bill Sykes. "This simply was not true. The company said that at every meeting with the pilots and I can only suspect that they thought we would believe it.

The result of the vote revealed otherwise." Despite the vote, it took almost two years to achieve the first contract, which was signed on May 18, 1999.

"The Air Log of today is very much different than in the past," said Sykes. "And when I say Air Log, I mainly mean the management at that time from those in New Iberia up through the corporate level. We are experiencing a much welcomed spirit of cooperation lately, but it wasn't so, not too long ago. Our last negotiations took more than two years to come to an agreement. In many ways the second negotiation was nastier than the first."

Sykes uses this as an example of the

need to continue to be vigilant in our organizing efforts. "We don't want to go back! We don't want the hard work and sacrifice of those who got us to this point to be in vain. It was only through those efforts and the solidarity of the membership that we are where we are today."

Sykes continues, "that day ten years ago changed not only our situation, but also the entire industry. It's rare that one can become part of history, but the pilots at Air Log are just that! We have led the way to the betterment of all helicopter pilots. We are the proverbial pebble thrown into the pond from which emanated ripples that brought much needed change throughout the industry."

Female Union Members Reach Deal With Miller

Members of Local 35, OPEIU, voted overwhelmingly (65-6) on May 31, 2007 to ratify a new five-year contract with the Miller Brewing Company. The agreement affects 118 employees—most are women who average 53 years of age and 20 years of service—at Miller’s Milwaukee headquarters and brewery. As part of the agreement, the union agreed to withdraw federal and state discrimination complaints against Miller. The contract provides:

- An increase of almost 20 percent in the pension multiplier, from \$59 to \$70 per year. This will mean substantial pension increases for current employees.
- Several improvements in early retirement provisions.
- Guaranteed retiree health coverage until at least 2011.
- Wage increases of eight percent over the life of the contract, and hikes in merit pay.
- Increases in life insurance and accident and sickness benefits.



On the picket line at Miller Brewing.

(\$5,616 per year) into the 401(k) plan for every employee, including those eligible for a pension.

In return for these provisions, employees’ pensions will freeze after 2009. The company will then replace the pension with a 401(k) plan. The company will contribute \$2.25 per hour into a 401(k) plan for new employees effective immediately. When the pension plan freezes at the end of 2009, the company will pay \$2.70 per hour

“We achieved our major objective, which was to protect the pensions of our members, by winning increases in the multiplier that will mean millions of dollars to our members over the years,” Local 35 Business Manager Judy Burnick said. “We also obtained a substantial defined contribution plan for future employees who will not



Local 35 Business Manager Judy Burnick.

have a defined benefit plan. We didn’t get everything we wanted, but we are certainly a lot better off now than we were with management’s so-called ‘final offer.’ It took creativity, hard work, and solid unity by our members and the support of elected officials and other unions to win this contract.”

Burnick thanked Wisconsin Lt. Governor Barbara Lawton and Rep. Gwen Moore for their help. She also thanked local and state labor officials for their aid. “We owe special thanks to our International Union, OPEIU, and President Michael Goodwin, for strategic support and generous financial assistance,” she said. Local 35 produced videos that it placed on YouTube, ran newspaper ads, held rallies and informational pickets and engaged in a host of other activities during the contract drive.

Summing up the long, hard contract fight, Burnick said, “It was a multi-billion dollar, foreign-owned company against 118 middle-income workers, and the workers won!”

Local 108 Captain Jameel Qureshi Recognized for Years of Service

On July 5, 2007, Captain Roger Catlin, Local 108 CareFlite pilots committee Chairman, presented a congratulatory plaque to member Captain Jameel Qureshi at a farewell party honoring Captain Qureshi for his service to CareFlite and Local 108.

Captain Qureshi, a CareFlite EMS pilot based at the Methodist Dallas Medical Center, is moving to Phoenix where he will continue in the EMS helicopter profession and as a member of Local 108. During the presentation, Captain Catlin applauded Qureshi for his dedicated and professional service to CareFlite and Local 108 and congratulated him for choosing Petroleum Helicopters, Inc. (PHI) as his next employer, as the pilots at PHI are also represented by OPEIU and Local 108.



Roger Catlin (right) and departing CareFlite pilot, Jameel Qureshi taken at a recent farewell party held for Qureshi.

Local 2002 President Dale Threehouse Presents Scholarship Award

Each year, twelve full-time scholarships, now valued at \$1,500 per year for four years, and six part-time scholarships valued at \$500 per year for four years, are awarded through the Howard Coughlin Memorial Scholarship Fund to applicants who are OPEIU members or the children of members. This year, MAGE-OPEIU Local 2002 is pleased to announce that Shay Raleigh, son of MAGE-OPEIU member William Raleigh, has been awarded the highest scholarship of \$6,000.

William Raleigh is a Parole/Probation Manager for the Department of Corrections, and has been a longtime member of MAGE, joining in 1983. In speaking with Brother Raleigh, it was clear how proud he and his wife are of their son's overall achievements in school, and they were very appreciative of this union-sponsored award.

Shay attended H.H. Dow High School in Midland, Michigan, graduating this past June. His achievements during high school are impressive. He graduated with a 4.75 GPA, and played all four years in varsity basketball and football. He was nominated scholar athlete of the year for Dow High School and was First All-State, All-Academic in football. He also tutored other students in French and Calculus. Shay is a member of the National Honor Society and the Midland Business Professional

Association, and is the proud winner of Midland's Distinguished Scholarship Award. Because of his high ACT test scores and GPA, Shay will be attending Michigan State University honors college in pre-med, and will be assigned as a professor's assistant.

"In recognition of Shay's exceptional accomplishments and the fact it is one of our Local's own winning the award, our MAGE Executive Committee has awarded

Shay with an additional \$500," Threehouse said. "I am very proud to have been able to present this award a second time. Our first recipient in 2005 was member Dale Foot's daughter, Ellen. This is what it is all about, doing good things for our hardworking members," Threehouse said.

Applications for this scholarship and others are available each year in January through the MAGE-OPEIU office.



The Howard Coughlin Memorial Scholarship is awarded to Shay Raleigh, son of Mr. & Mrs. William Raleigh of Midland, Michigan.

Local 11 Signs New Contract For Democracy Resources Employees

"*DEMOCRACY DEMANDS PARTICIPATION*," is the motto for independently owned Democracy Resources.

And that motto was proven true as Mike Richards, Executive Secretary-Treasurer of Local 11, sealed a first collective bargaining agreement with Ted Blaszak, President of Democracy Resources.

This contract covers a core group of approximately 30 members and a seasonal workforce of upwards of 300. These new members gather millions of signatures for progressive ballot measures across the country.

Richards, Blaszak and Local 11 Representative Rick Wilson worked together to introduce the ideals of unionism such as living wages, employee benefits and representation to the Democracy Resources employees, our new members!



Local 11 Executive Secretary-Treasurer Mike Richards (left) and Democracy Resources President Ted Blaszak shake hands after signing the first contract.

Local 277 Helps “Shoot For A Cure”

Since 2003, clay shooters in Northern California have gathered annually for the OPEIU/American Income Life Insurance Company (AIL) Shoot For A Cure Charity Sporting Clays event, sponsored by Local 277 in partnership with AIL.

“To date the event has raised \$100,000 for leukemia/lymphoma research,” Local 277 member and National Event Chair Mark Gagliardi said. The program has grown and now includes six events that have introduced hundreds of people to sporting clays shooting, while raising much needed funds for leukemia/lymphoma research.

Labor unions, outdoor organizations, contractors, business leaders, elected officials, and others from various walks of life are supporting this great cause by participating in the Shoot For A Cure events. The events are a win-win for everyone involved, said Gagliardi, and they let the public see

unions involved positively in the community at large.

There are events planned for all around the country. In 2007 alone, there have been events in Northern and Southern California, Texas and Pennsylvania and, at press time, two more were planned for Washington State and Georgia. Local 277 President and Business Manager Becky Turner said, “The event in Lewisville, Texas at the Dallas Gun Club was a great success and fun experience for Local 277’s shooting team. It’s good to be able to have some fun and know that you are doing something worthwhile for cancer research at the same time.”

To see a calendar of events for this year, pictures from past shoots, and other information, as well as sign up for the newsletter, visit Shoot For A Cure’s website at www.birdslandling.net, then click on the red Leukemia icon on the left side.



The Local 277 shooting team, comprised of members at AIL state agencies in Dallas, Houston and San Antonio.



Local 277 members with American Income Life, the shoot’s sponsor.



International President Mike Goodwin congratulates Mark Gagliardi on the continued success of Shoot For A Cure.

**It’s An
Election Year.
Are You
Registered
To Vote?**

Allen Elected to Arizona AFL-CIO Executive Council

At its statewide convention in August, the Arizona AFL-CIO elected Local 30 Executive Director Walter Allen Jr. to a seat on the Executive Council.

The Council is made up of leaders of the various unions affiliated with the AFL-CIO and directs the work of the labor organization in Arizona. Allen’s election to the council gives Local 30 members a voice among the major unions in Arizona.

“I was pleased to have been nominated by this great group of leaders,” Allen said. “It is an honor to be recognized by your peers for the contributions made to the labor movement by our great unions.”



WASHINGTON WINDOW

Where The Chamber *Really* Stands

For the third time in less than two months, a female attorney representing the plutocrats of the Chamber of Commerce, testified in Congress against—we repeat, against—legislation calling for equal pay for equal work.

And this time, she didn't even offer the pro forma statement at the beginning that she and the business lobby oppose discrimination based on sex.

Indeed, her words were so strong and repeated so often that we can come to only one conclusion: The Chamber of

Commerce is for sexual discrimination.

But why are we not surprised? When it comes to anything that benefits workers, even if aiding workers aids employers, too, the Chamber always says “no.”

* Worker health and safety? “No.”

* Equal pay for equal work? “No.”

* Social Security—keeping it and keeping it intact? “No.”

* Taxing business to pay its fair share of the nation's expenses? “No.”

* Medical care coverage for workers? “No.”

* Pensions, except for those earmarked for corporate executives? “No.”

* Fair trade with worker rights, not free trade without them? “No.”

* No discrimination by race, sex, religion, handicap, or gender orientation? “No.”

* Family and medical leave, unpaid or paid? “No.”

* Unions? “No, never.”

So the next time someone says that what's good for business is good for you and good for America, here's our answer: “No, not always.”

Michigan Policy Summit 2007

By: John DeTizio, Labor Relations Director

Michigan Association of Governmental Employees- OPEIU Local 2002

No one will disagree that Michigan is currently experiencing a unique political moment. The manufacturing bedrock of our state has eroded so drastically through the past decade that we have endured one of the highest unemployment rates in the country for nearly a decade. This has resulted in a structural budget deficit, which has had drastic repercussions for all working people in Michigan, and has been particularly deleterious for State of Michigan employees.

MAGE-OPEIU Local 2002, which represents State of Michigan managerial, supervisory and confidential employees, is partaking in an effort to reshape the political landscape in Michigan. A contingent of Local 2002 members attended the Michigan Policy Summit 2007. The goal of the

Michigan Policy Summit is to galvanize the broad progressive community behind a collective action agenda, elevate the profile of the policy priorities of the progressive community and create a space for lasting relationship development between progressive issue advocates from across the state.

With the threat of right to work on the ballot in 2008, there has never been a better time to circle the wagons. This Policy Summit will assist in ferreting out which wagons we can count on. It represents the first strategic step to pull the state's diverse progressive community into coalition for action. This is not a novel idea, pro-acting to problems before they appear on the horizon, but one that all Local Unions should participate in more.



John DeTizio

Lobbyist Corner

Congress Must Put Forth A Domestic Agenda

Submitted by OPEIU Lobbyist Robert McGlotten of McGlotten & Jarvis

The Democratic Leadership of the U.S. House and Senate must begin to send bills to the desk of President Bush that will address the concerns of working families. Over the last six years, very little legislation has been advanced by this administration to assist working families in the areas of healthcare, education, retirement protections, housing, veterans' health and jobs programs.

We commend the Democratic leaders in the Congress for giving workers a law to increase the minimum wage, and for passing in the House of Representatives the "Employee Free Choice Act," only to have the Republican leadership in the Senate block a move to bring the bill to the Senate floor.

The leadership in both the House and Senate must move forward on a more aggressive domestic agenda. The presidential election is less than a year away, and the Democratic Congress must begin to show the country that it understands the concerns of working families.

The House has passed the "College Reduction Act," which boosts college financial aid by \$18 billion over five years. President Bush has threatened to veto the bill. This is a bill that would make it easier for children of working families to go to college. Urge your Senator to support and pass the bill to the president's desk.

The "Paul Wellstone Mental Health and Addiction Act of 2007" has 268 co-sponsors in the House of Representatives. Urge your Representative to support this very important Health bill.

Following are other issues that Congress must consider this session:

- Medicare Fair Prescription Drug Price Act S.3
- Including Podiatrists as Physicians under Medicaid S.399
- Immigration Reform
- State Children's Health Insurance Program
- Trade Laws that Protect American Workers
- New FDA Regulations that Protect our Food Supply
- Retirement Plan Protections

Take Action — Your Involvement is More Important Than Ever!

Contact your local representatives. Every letter counts. Every phone call can make a difference. If you prefer to make written contact, OPEIU advises you to either mail or e-mail all correspondence.

If you don't know who your House representative is, the Clerk of the House maintains addresses and phone numbers of all members and committees: Clerk of the House, US Capitol, Room H154, Washington, DC 20515; phone (202) 225-7000; hours 9 a.m. to 6 p.m. (EST), Monday through Friday. The following websites also contain links to congressional directories: <http://www.house.gov/writerep> and <http://www.senate.gov>.

Please direct your questions about communication with your Senators to the specific office(s) in question, using the following format: Office of Senator (Name), United States Senate, Washington, DC 20510. You may also phone the U.S. Capitol's switchboard at (202) 224-3121. An operator will connect you directly with the House or Senate office you request.

You can also access this information at your local library, or call the International Union at 212-675-3210 for a booklet listing of congressional representatives.

Your action is needed now. Do your part to help yourself and your family. Start writing and calling today!

Work and Health

End-Of-Life Care Givers: A Full-Time Job

Submitted by **Jeffrey S. Freed, M.D.**

**Associate Professor of Surgery, The Mount Sinai School of Medicine, NYC
OPEIU Local 153 Health Fund Medical Director**

Caring for a loved one at the end of life can require as much time as a full-time job. This intense level of caregiver involvement points to the importance of incorporating such caregivers into the healthcare plan for any chronically ill or dying patient. With the population aging and the fastest growing age group being between 85 to 95 years, many of us will be faced with providing long-term home care to relatives and loved ones.

According to a study conducted at Johns Hopkins Hospital, Dr. Jennifer Wolff concluded that 25 percent of elderly disabled adults have a family member highly involved in their care. In her study, caregivers of a person who died within 12 months reported spending a mean of 43 hours per week helping their loved one. The vast majority provided daily assistance. End-of-life caregivers commonly reported problems such as interrupted sleep, providing care when they themselves did not feel well, and worry over leaving their ill loved one alone. Compared with caregivers of patients who survived, bereaved caregivers also reported more emotional and physical

strains. Yet, less than 5 percent of caregivers reported using services like support groups or respite care to help ease their burden.

Experts in care giving say it's no surprise that caring for a dying loved one takes so much time, particularly if that person is dying of cancer. Cancer care giving is most intense when a patient is first being treated and at the end of life. Family members are the primary source of support for cancer patients, and the tasks required of caregivers can be very complicated because cancer typically involves an acute phase that requires intensive involvement of a family with little advance notice and training.

It is also no surprise that caregivers don't take more advantage of services intended to help them. It can be difficult and time consuming for them to correctly identify, and then locate, the services their loved ones need; there are few resources and educational materials geared to help caregivers learn what they need to know. Many would benefit from the services of a case manager or oncology social worker who could assess the needs of their loved one to determine what services should be provided,

along with cost and coverage options.

Caregivers clearly need assistance in carrying out their tasks. One online resource that is of great use is the American Cancer Society Cancer Survivors Network. This site provides information for cancer survivors, caregivers, and others affected by cancer.

Although end-of-life caregivers report more challenges and burdens than caregivers of people who were not dying, they are no less likely to report emotional rewards from their care giving duties. Most caregivers in these categories agree strongly that care giving gives them a good feeling about themselves and helps them to appreciate life more.

Many of us are or will be in the position of caregiver in the future. What you should take away from this article is that there is great satisfaction in giving care to someone you love, and there are resources out there to help if you seek them out.

Jeffrey S. Freed, M.D., P.C. specializes in general surgery/proctology. He can be reached via email at jsfmd@aol.com.

Canadian Sector Lawsuits Settled

(Continued from page 1)

COPE) will be entitled to use certain OPEIU trademarks.

COPE and SEPB will cease using the OPEIU trademark "Leader."

The Canadians (COPE) will reimburse the International Union in the amount of \$750,000 CAN allocated as follows: Per Capita Tax-\$400,000; ROC Fund- \$244,900; Convention Fund-\$95,100; and Hotel Penalty-\$10,000.

Following approval of the settlement, the Executive Board directed the Secretary-Treasurer to recalculate the 2004 Convention allowances to Local Unions to

include the \$95,100 and to distribute additional allowances to Local Unions participating in the 2004 Convention.

The OPEIU negotiating team consisted of President Michael Goodwin, Secretary-Treasurer Nancy Wohlforth, Region II Vice President Richard Lanigan, Assistant to the President Gary Kirkland and consultant Ron Tuckwood. At the December 1, 2007 Executive Board meeting, President Goodwin gave special recognition to Gary Kirkland and Ron Tuckwood for the work they did in mediating the dispute and setting up the negotiations in August 2007.

WHITE COLLAR

Official Organ of
OFFICE and PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION
affiliated with the AFL-CIO, CLC
<http://www.opei.org>

MICHAEL GOODWIN
President

NANCY WOHLFORTH
Secretary-Treasurer



CALM
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24th Triennial Convention Coverage – It Pays To Belong

Michael Goodwin Re-Elected International President Nancy Wohlforth Elected Secretary-Treasurer

To the sounds of great applause, delegates to the 24th Triennial Convention, June 18-21, 2007 unanimously re-elected Michael Goodwin to his fifth full term as International President of the Office and Professional Employees International Union. Nancy Wohlforth was also elected to serve as Secretary-Treasurer, a position she has had since January 2003.

The Convention hall erupted in cheers and applause, as Goodwin and Wohlforth were nominated for their positions unopposed.

Goodwin left the podium to join the delegates on the floor of the Convention to receive congratulations. Many delegates expressed well wishes to the re-elected President and took pictures for their Local Union newsletters.

After Wohlforth's election, she took the podium and stressed the importance of diversity. "If we don't make the change, our union movement can't grow. Union leadership has to reflect the diversity it represents. We have made a lot of progress. We need to keep the momentum going."



International President Michael Goodwin and International Secretary-Treasurer Nancy Wohlforth.

The State of Our Union is Strong, says President Goodwin

“Three years ago, the theme of our Convention was ‘Organize and We All Win.’ And that is exactly what we did. We organized not only new members, but we made sure that our representatives in Congress were led by people who care about our issues — as we took back the leadership of the House for the first time since 1994 and won the Senate in 2006 with the majority of 51-49,” President Goodwin said in his address to convention delegates.

Referring to the political situation in Washington, D.C., Goodwin reminded the delegates that 25 percent of all votes this past election cycle came from union households, bringing life to the theme of this Convention that *It Pays to Belong*.

While much progress is being made, Goodwin warned that the fight is long from over. For the first time in more than ten years, the federal minimum wage has been increased to \$7.25 an hour over three years. “Without the change in leadership in the 110th Congress, and your support in making that happen in the November 2006 elections, this legislation would never have passed. But none of us should consider \$7.25 an hour enough. We need \$9.10 an hour

across the country right now, like it is in San Francisco, California,” said Goodwin.

Our federal government “is just one area that we have to be concerned with,” he continued. “We have to carefully watch what is going on in the state capitals. Right now, 32 states have anti-union legislation pending, including nine states that want to pass Right-to-Work laws or as we call them, Right-to-Work (for less) laws.” Goodwin went on to say, “you heard earlier that the Alliance signed up 579 new members in the last few months, and the news that the Culinary workers negotiated a great union contract this weekend covering the employees at this hotel. They are strong because they have 99 percent membership in a Right-to-Work state, and that is where we are going with the Alliance.”

Goodwin stressed the importance of membership participation and activism in the political process, as well as the importance of contributing to the OPEIU political action fund, VOTE. “We need to raise political action funds to make sure we have the tools to fight for legislation that we need, and against legislation that we don’t want.”

Goodwin also noted that OPEIU has experienced much growth and diversity



since the last convention. “We have opened new frontiers when we organized independent contractors and professionals into the union, such as podiatrists, clinical social workers, chiropractors and other professionals,” he said. OPEIU is now the 17th largest union in the AFL-CIO.

Despite the strength and growth of the International Union, the Local Unions have faced many challenges over the past three years, including strikes, raids and decertification efforts. “Yet our Local Unions have always risen to the occasion and have defeated these threats.”

Goodwin closed his remarks by saying, “I know that with your participation and support, we will be able to meet any challenges head on, and return in 2010 as a bigger and stronger union.”

U.S. Regional Vice Presidents Elected

Elections also were held to decide who would fill the 13 Regional Vice President positions on the OPEIU Executive Board. Delegates from respective

regions around the United States voted to elect Mary Mahoney, Richard Lanigan, John Mattiacci, Dan Dyer and Patricia Priloh (Region II); Philip Pope and John Conley

(Region III); Becky Turner (Region IV); Walter Allen Jr. and Tamara Rubyn (Region V), Judith Zenk (Region VI); and Aaron Sanders and Cindy Jeffries (Region VII).

Diversity Vice Presidents Returned to Office



Diversity Vice Presidents Christine Page, Green P. Lewis Jr. and Theresa Kandt are elected.

OPEIU Officers Sworn In for Next Term



Retiring International Vice President Julie Weir swears in the newly elected OPEIU officers.

Convention speakers

In addition to the business of the convention, the gathering was an excellent opportunity to hear from national and international leaders from both the political and labor arenas. Here are some highlights:

The Alliance Shows Strength in Numbers

The Alliance between the United Steelworkers and the ITPE/OPEIU Local 4873 was introduced to the delegates of the Convention with an unforgettable drive into the hall by Local 4873 President John Conley and a recently organized member of the Alliance, and the rousing support of more than 50 taxi and limousine drivers. "I've been busy organizing!" Conley emphatically stated to the cheers of the delegates.

Conley went on to describe the need for the Alliance. "Membership percentages are what gives us strength at the bargaining table. We need to build our membership. That is why the Alliance is so important." President Goodwin added that, "I am so proud of this Alliance and the work they do."

Goodwin presented awards to the Alliance staff of David Flores, Cesar Mendia, Christina Lawes and Hussein Abdelgilil in recognition of their success in organizing the drivers in Las Vegas under the banner of the Alliance.



Members of the Alliance parade into the general session showing their support for the OPEIU.

OPEIU Salutes Helicopter Pilots

The delegates were roused Tuesday morning by the pounding sounds of helicopter rotors, strobe lights and the dramatic music of Wagner's Ride of the Valkyries as helicopter pilots from Local Unions 102, 107, 108, 109 and the EMS pilots of Canadian Helicopter Limited (CHL) marched into the Convention hall dressed in flight suits and dress whites.

"I couldn't be more pleased with this group of helicopter pilots," said President Goodwin. In 2001, a small group of helicopter pilots met with him to find ways and means to strengthen their group. An umbrella organization was formed and named the Professional Helicopter Pilots Association

(PHPA), a council of OPEIU.

Butch Grafton, President of PHPA, said, "I was completely overwhelmed by the professionalism and the kindness of President Goodwin and OPEIU." Grafton went on to explain that we have barely scratched the surface in organizing, as there are thousands of helicopter pilots throughout the world that can be organized. There are groups of pilots that are too small to be organized, but can be offered associate membership. More than 2,000 of these pilots in 47 countries have become associate members of PHPA and OPEIU. He pledged to work hard to grow the Union into the premier helicopter pilot's association in the world.

Captain Steve Ragin of Local 108 spoke of the more than seven-week strike at PHI in Lafayette, Louisiana, which began in September 2006. Captain Ragin thanked President Goodwin, Director of Organization and Field Services Kevin Kistler and Senior International Representative Paul Bohelski for OPEIU's support during the strike and for "standing shoulder to shoulder with the pilots. We had no idea what we were up against and OPEIU's overwhelming support will never be forgotten."

Other speakers, Local 102 President Steve Rush, Local 107 President Ken Bruner, Local 109 President Troy Montanez and Gerry MacKay, Chair of the EMS unit at CHL, expressed their gratitude to OPEIU. Each introduced pilots from their group who joined them on the stage.

Local 109, the newest helicopter Local Union chartered by OPEIU, is celebrating its first contract that was won after 22 months of negotiations. "I understand that first contracts are hard to come by, yet here we are," said President Montanez. "Everyone talks about being organized, but that doesn't amount to anything unless there is a belief in what you are doing. We do it for the improvement and betterment of our profession," he concluded.



President Goodwin commends the work of helicopter pilots and PHPA.

OPEIU Recognizes Healthcare Workers

It is no secret that our country's healthcare system is in dire straits. There is a crisis in the U.S. healthcare delivery system and a shortage of workers in our hospitals and healthcare facilities. Nurses, medical technicians and others in the healthcare field are often called upon to work double, sometimes triple shifts, with little rest. It's a demanding job that borders on being dangerous when workers are pushed too hard.

With its mission to organize new industries, OPEIU was the first union to start non-traditional representation of medical professionals. And it came at the right time. Corporate merging of insurance companies will leave just seven to ten large insurance companies in the U.S., which will control massive portions of the healthcare industry. The legal power of healthcare professionals will diminish exponentially when these companies merge.

"The third largest business in America is healthcare," stated Vice President John Mattiacci, who is President of Guild 45 and the Dean of Temple University's School of Podiatric Medicine. Guild 45 organized 4,000 podiatrists and it is the first Guild of lower extremity physicians in the world. "Physicians are losing their role in doctor/patient relationships because we are becoming tools of the insurance industry," said Mattiacci.

"Legislatively, Medicare and Medicaid

are programmed to reduce payments to physicians to the same payment level as it was in 1986. Physicians need to band together to right this wrong."

The mergers will also undermine and diminish the physicians' ability to demand fair payment. "We must wake the sleeping giant of labor," he said. "We need the house of labor and their backing to make us stronger."

Mattiacci was joined on stage by several workers in the healthcare industry: Janice

Docherty, a RN with Local 40; Marianne Giordanno, a Cardiac Ultrasound Technician with Local 30; Paige Yates, a RN with Local 22; Renee Cardone, a Clinical Social Worker with Guild 49; and Michaelene Penzarella, a RN with Local 112. "We need all physicians and medical professionals across the country to be OPEIU members. We have tremendous resolve.

"We will become the voice of medicine in this country for organized labor," Mattiacci concluded.



Dr. John Mattiacci addresses Convention delegates on behalf of OPEIU's healthcare workers.

Money Matters

Exclusive union benefits help you make smart decisions!

Check out the unique financial programs and services available through your union—specially **designed to stretch your hard-earned paycheck** and **keep you financially fit**.

- Credit Card with a built-in Safety Net • Discounted FICO Credit Scores
- Hassel-Free Tax Service • Low-cost Personal, Mortgage and Home Equity Loans
- Free Credit Counseling • Free Budget Advice • and More



For more details, visit www.UnionPlus.org/Finance

For more information about the OPEIU, visit our website at www.opeiu.org

Henderson B. Douglas Memorial Award

Henderson B. Douglas was the first director of organizing for OPEIU and at each Convention, OPEIU gives an award in his name to the Local Union that has achieved the greatest success in organizing since the last Convention. This year, the award was given to ITPE Local 4873 for its work in Las Vegas and across the country. "After evaluating all of the organizing successes, Local 4873 has organized more members than any other since 2004," said President Goodwin.

ITPE Local 4873 President and OPEIU Region III Vice President John Conley, and Organizers T. Ruthie Jones and Tom Kruger took the stage to accept the award. "I really hope that we don't win it next time around.

"I hope that someone will get out there and do more than us," said Conley. "We need organizing to survive. We have to continue to organize every day."



President Goodwin stands with the Henderson B. Douglas Memorial Award winners from ITPE Local 4873. Pictured left to right are Organizers T. Ruthie Jones and Tom Kruger, ITPE Local 4873 President and OPEIU Region III Vice President John Conley, and OPEIU President Goodwin.

Local Union 100 Gets Special Recognition



Greg Blackman and Richard Ellis of Local 100 accept the Special Recognition Award for Organizing from President Goodwin.

2010 Convention Scheduled

The Executive Board considered several sites for the 2010 OPEIU Convention, following a survey of delegates' preferred sites. After weighing the guest room costs and other contract requirements, it was decided to hold the Convention during the week of Monday, June 28, 2010 at the Westin St. Francis hotel in San Francisco, California.

Representative Sanchez says, “OPEIU Keeps the World Running”

“We love the OPEIU because you keep the world running!” exclaimed Representative Loretta Sanchez from the 47th district of California. Sanchez is an 11-year-member of the U.S. House of Representatives and has a long track record of fighting for America’s working families. “I am strongly behind workers as I am a part of working America. I can’t get along if I don’t get a paycheck — much like the other 98 percent of all Americans.”

Sanchez extolled the rich history of America’s working families. “Labor has stood up and fought and marched and been beaten and has spilled blood and has, yes,

even died to give Americans what they have today.” She warned that there are some people in Congress who want to tear the unions down, and to “undo everything that you have worked so hard to achieve.”

Discussing the Employee Free Choice Act, Sanchez noted, “We are going to make sure that when a worker gets a card signed by someone who wants a union, but is afraid of losing his/her job... when a person signs that card, when we get 50 percent plus one signing that card, we will get a union in that workplace. We are going to put that bill on the president’s desk this year!

“I work for a paycheck. I work in the



Representative Loretta Sanchez

House,” said Sanchez. “We call that the House of the people. But more importantly, I know who my boss is. It is you.”

“Now is the Time to Make a Change” says Gerard

In introducing United Steelworkers President Leo Gerard, President Goodwin said that he is tremendously proud of the work that we have done with the Alliance in Las Vegas.

Gerard stood by the OPEIU’s VOTE program, calling its accomplishments “tremendous and necessary as we are in the fight of our lives with skyrocketing healthcare costs, escalating trade deficits, student loans that are no longer available and tax cuts to the wealthy.”

The Steelworkers have lost almost 250,000 jobs due to the bad trade deals put forth by our government. “If we had the jobs that we had in the 1960s, we would have more than a million members.” Gerard told the delegates that “we were told we lost our jobs because we were paid too much.”

He went on to explain how President

Bush came into office with a trillion dollar budget surplus. “We could have done so much with that surplus. Instead, our government gave tax cuts to the richest 10 percent of the population of this country. We now have a trillion dollars of debt.” He noted that the only way we can change these trends is to create good industrial jobs. “These are important political times. Now is the time to make a change. The only way this can be changed is through political action. It’s our job to motivate our membership. You will make the difference.”

Gerard closed by discussing the Employee Free Choice Act. “If we had a meaningful bargaining process, we would be able to strengthen the hands of the workers and their families. We would be able to bargain fair healthcare and strong pensions. We would have the political influence that we need. We can make the difference.”

Trumka says “Stand Together, Vote Together”

AFL-CIO Secretary-Treasurer Richard Trumka asked delegates to pull out their cell phones and program a very important number – 1-800-718-1008. “At the break, I want you to call that number and tell your U.S. Senator to vote for the Employee Free Choice Act, and that if they do, they will be considered a friend of working families. Then tell them if they vote against it, to get busy packing their bags, because we will be coming after them in 2008. We will be sending them back to where they belong!”

The AFL-CIO held rallies across the U.S. Tuesday in support of the most important legislation to affect labor in recent memory. “This legislation is vital to our future. It will restore the freedom of workers to join unions – a freedom that has been steadily stripped from us,” said Trumka. “Thanks to your hard work, we have muscled this legislation through the House and this week, we are bringing it to the Senate.”

Passage of the Employee Free Choice Act has a hard road to go. The Democrats have a 51 vote majority in the Senate; however, 60 votes are needed to overcome a filibuster and 67 votes to overturn a presidential veto, which Senate Republicans and the president will no doubt exercise. “We may not win this week, but it is not the end of the fight,” said Trumka. “We took our first big steps last November. We put on an unprecedented demonstration of political power. One out of every four votes cast



President Goodwin and Secretary-Treasurer Nancy Wohlforth show solidarity with United Steelworkers President Leo Gerard.



Richard Trumka

were from union households. Just look at what we did and what we can do.”

Trumka stressed the importance of the labor movement. “We need a labor movement that is big enough and strong enough to elect a president who will make workers an equal partner. We built this country. We make this country work every day. We alone can turn this country around. We can do it. We will do it because of love of country. Stand together. Vote together. Work together. Fight together!”

“Raise the Expectations of the American Worker,” says McAlevey

Executive Director of SEIU Nevada, Local 1107 Jane McAlevey shared her organizing experiences with the delegates and said, “What I learned about the Wild, Wild, West of the Right-to-Work states is that I’m no longer afraid to be arrested. I am no stranger to being arrested on behalf of workers’ struggles.”

McAlevey went on to say that, “Las Vegas is not a union town. It is a union strip. When you leave the Strip, you leave your support behind. I’m working to change that.” Nevada is a Right-to-Work state. Outside of the Strip is a sea of non-union workers. Around the state, workers are toiling in the heat with no collective bargaining agreement. “We need to point out corporate greed to these workers. We need to form relationships with them. There are no short cuts to this. Our members need to step

up,” said McAlevey.

She was instrumental in the organizing of 1,000 nurses and technicians located away from the Strip. “It takes a lot of strength to stand up to a national hospital chain and win. The fight’s not over. It will happen again. But we will be there in solidarity to face any challenges they throw our way.” She noted that workers must ride the momentum of wins such as those with the nurses and move on to the next fight. Organizing takes much more than just handing out flyers to workers. “It’s about building relationships. We need to raise people’s expectations so they are not accepting the status quo anymore. What we are being offered in this life is not enough. We deserve better and we have to fight for it!”

McAlevey went on, “as organized workers, our job is to raise expectations so work-



Jane McAlevey

ers know that they can win. Futility is deadly in an organization and it’s deadly in the community. We can’t succumb to that. We have to teach people how to win.”

“Get the Word Out,” says McElroy



Ed McElroy

Ed McElroy, President of the American Federation of Teachers (AFT) commended the OPEIU for all of the work it’s done to strengthen the labor movement. “OPEIU looks at the important issues we face as a movement and deals with them in an intelligent way. Not a lot of organizations can say that they do that,” began McElroy. “Too often we neglect to mention the people that do the work. We in the trade union movement should always mention them first,” he said with a hearty thanks to President Goodwin and Secretary-Treasurer Wohlforth.

McElroy went on to talk about the fragile state of labor in the U.S. today. “We must come up with new ways to restructure our unions, new ways to use money and personnel, and devise new

political strategies and new ways to organize workers if we are to survive as a movement,” stated McElroy. Unions are making great strides despite detrimental labor laws. “Today union members are the only ones with healthcare, retirement packages and fair wages,” he said. “If we’re not careful, we are going to lose them. Our biggest focus needs to be on healthcare and pensions when we go to the bargaining table.

“We need to recommit ourselves to communicating to our members and potential members what it means to be union members and the benefits of being organized,” said McElroy. We do important things as trade union members. We need to get the word out. If we do that, working families in America will be better off.”

Rodriguez says “Our Food Supply is in Danger”

Arturo Rodriguez, President of the United Farm Workers (UFW) addressed Convention delegates on Wednesday with a very sobering message. “Today our nation is in a crisis when it comes to our food supply. Food safety is one of the most critical issues that we face today. The reality is that the government will never be able to control the situation,” he said.

In the state of California alone, there are more than 80,000 farms and it is impossible for those farms to all be inspected. “Many of you have heard about the food poisonings in the U.S.,” said Rodriguez. “The reality is that we know little about it. All of those recent examples are just the tip of the iceberg.”

Rodriguez stressed that the only way this country can deal with food safety is if farm workers are directly involved with ensuring safe growing conditions. That’s the way we can protect the American public.

More than 50 percent of the fruits and vegetables consumed in the U.S. were brought in from other countries. “We should never become dependent on other countries for our food supply,” said Rodriguez. “We removed harmful pesticides from use in the U.S., making our food safer. They use



Arturo Rodriguez

these harmful pesticides in many other countries because there is no ban on them. We thought we were rid of these products, but now we are bringing them back in,” he warned.

“The United Farm Workers was formed not only to ensure protections to farm workers, but to protect the American consumer,” concluded Rodriguez.

Don’t Walk Behind Me, Walk Beside Me, encourages Martin

Legendary civil rights and union activist, and President of the NAACP New York Chapter, Dr. Annie B. Martin gave a rousing speech to delegates on the last day of the convention. The New York NAACP is the only true “labor” branch of the organization and has more than 5,000 members.

The New York chapter has been in existence for 96 years, “and I’ve been president for 29 of them,” said Dr. Martin. She described our nation as being founded upon four freedoms: freedom of speech, freedom to worship, freedom from want and freedom from fear. “We are still fighting for those freedoms,” she said. “Organized labor deserves special recognition for having devoted its entire existence to those freedoms.”

Dr. Martin recalled how unions have



Dr. Annie B. Martin

played a crucial role in the civil rights movement. In 1961, when Dr. Martin Luther King Jr. addressed the AFL-CIO Fourth Constitutional Convention, he spoke of the

“unity of purpose” between the labor movement and the movement for civil rights. He said, “Our needs are identical with labor’s needs: decent wages, fair working conditions, livable housing, old age security, health and welfare measures, conditions in which families can grow, have education for their children and respect in the community.”

Dr. Martin urged the delegates to carry on the fight of the civil and labor rights’ movements. “If you are doing something, which you are, somebody will discover you.

“If you’ve got the guts, use them,” she stated. “Your combined unions have a great power. For our just demands, don’t walk behind me, walk beside me and be my friend because we are all in this together,” she concluded.

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DON’T BUY SMITHFIELD PRODUCTS!

Intimidation and Brutality Rampant at Smithfield

Poverty wages, brutal conditions, crippling injuries — 5,500 workers in Tar Heel, North Carolina face this every day at the world's largest hog processing plant. Cited by Human Rights Watch for violating international human rights standards, Smithfield Packing has created an environment of intimidation, racial tension, and sometimes violence for workers who want a voice on the job.

"I started at Smithfield in 1993 and immediately saw the abuses that were rampant at the factory," said Keith Ludlum, a union activist and member of the Smithfield Union Organizing Committee. "I was fired in 1994 for trying to organize and win basic rights for workers that suffered some of the most incredible hardships that I have ever seen."

Smithfield is an \$11 billion a year corporation. "Someone had to stand up to them," said Ludlum. "They do not care about working people. They care about the dollar." Ludlum warned that corporations will use any tactic they can to win, and urged delegates to get the word out about the deplorable working conditions and unfair labor practices at Smithfield. The company



Keith Ludlum

has violated the rights of workers to organize a union, denied workers' compensation to injured workers and retaliated against workers for reporting injuries.

Secretary-Treasurer Nancy Wohlforth commended Ludlum for his courage. Addressing the delegates, she said, "I hope all of you will get involved with the Smithfield campaign."

APRI and OPEIU, Working Together

Founded in 1965, the A. Philip Randolph Institute (APRI) is an organization of black trade unionists banded together to fight for racial equality and economic justice. The founders, A. Philip Randolph and Bayard Rustin, forged an alliance between the civil rights movement and the labor movement. They recognized that blacks and working people of all colors share the same goals — political and social freedom and economic justice.

Clayola Brown, President of the APRI, spoke to delegates of the importance of



Clayola Brown

working together. The APRI and OPEIU have many of the same goals: advancing policies to promote a decent wage; a high growth and full employment economy; universal, affordable healthcare; health and safety protections at work; and education and training programs.

"We must remember whose shoulders we are standing on," said Brown. "We cannot undo the work of our predecessors. The APRI and OPEIU are committed to achieving equality and justice."

"Become More Politically Active" says McGlotten

"It's been a difficult six years for the labor movement and for OPEIU. There haven't been many victories for labor in the U.S. Congress over the past few years," said Robert McGlotten, OPEIU's chief lobbyist. "The level of attention has deteriorated significantly from our lawmakers, both Democrat and Republican." McGlotten represents the interests of OPEIU in Washington, D.C. to influence legislation that affects OPEIU members.

"Politicians are like our children. Without the proper guidance they don't behave.

That's why it is so important that we understand where we are with the U.S. Congress. We have to make legislators understand that we are the backbone of this country.

We have to become more involved politically in order to survive."



Robert McGlotten

OPEIU Passes Several Amendments and Resolutions

At Tuesday's session, Convention delegates unanimously adopted three Resolutions that further support the fight for working families; Resolution 5, the **Employee Free Choice Act**, the most meaningful piece of labor legislation in recent memory; Resolution 15, **Salting**, supporting an organizing tactic; and Resolution 9, supporting the workers struggle for **Justice at Smithfield**.

Article IV, **Membership**; Article VI, **Representation at Conventions**; Article VII, **Convention Fund**; Article VIII,

Officers of the International Union; Article XI, **Duties of the Secretary-Treasurer of the International Union**; Article XII, **Duties of the Vice Presidents of the International Union**; Article XVI, **Finances**; Article XX, **Strikes**; and Article XXII, **General Provisions**, were also amended on Tuesday.

At Wednesday's session, Convention delegates unanimously adopted the following Resolutions: Resolution 1, **Aviation Safety**; Resolution 4, **Educational Conference Fund**; and Resolution 10, **Medicaid and the State**

Children's Health Insurance Programs.

At Thursday's session, delegates adopted the following Resolutions: Resolution 13, **Officers' Salaries and Expenses**; Resolution 14, **OPEIU Strike Benefits**; Resolution 12, **Membership Benefits Program**; Resolution 11, **Medicare**; Resolution 3, **Diverse Movement Calls for Diverse Leadership**; Resolution 4, **Educational Conference Fund**; Resolution 8, **Health Savings Account**; Resolution 12, **PerksCard**; and Resolution 6, **End Our Military Involvement in Iraq**.



Delegates consider amendments and resolutions.

Union Privilege Brings Benefits

Union Privilege designs programs that help union members enjoy life with tremendous savings. By using the collective buying power of unions, Union Privilege is able to offer a variety of high quality, discounted products and services exclusively to working families.

President Leslie Tolf gave an informational presentation to the delegates on all of the benefits Union Privilege offers union families. The following is a synopsis of all the ways Union Privilege is working for OPEIU members:

- Union Privilege credit card – benefit savings up to \$4,300 a year, including a strike benefit
- \$390 off auto insurance – provides free driver education and defensive driving classes
- \$660 off new car – Union Privilege negotiates so you don't have to
- \$160 off the new union AT&T wireless
- Diversity scholarships up to \$3,000 for

union members who are interested in moving up the leadership track

- Mortgage program – more than \$3 million to help union members keep their homes
- \$2.4 million in scholarships to working families

• Life-line grants – up to 2,000 grants to help members pay off their credit cards, medical bills, or grocery bills for families with a disability

- Online Savings Account – no fees, no minimum balance
- And much more...



Leslie Tolf

OPEIU Recognizes Long Service Members



OPEIU members with more than 40 years of service were honored. (l-r) Charles Ponti Sr., Local 153, 70 years; Arlon Wells, Local 179, 43 years; Wonnie Terry-Gaskin, Local 494, 42 years; Richard Pennington, Local 98, 40 years; Ethel Schwartz, Local 494, 67 years; and Norma Hyatt, Local 494, 40 years. Not pictured is Barbara Cale, Local 330, 40 years.



Charles Ponti Sr., OPEIU's longest serving member.

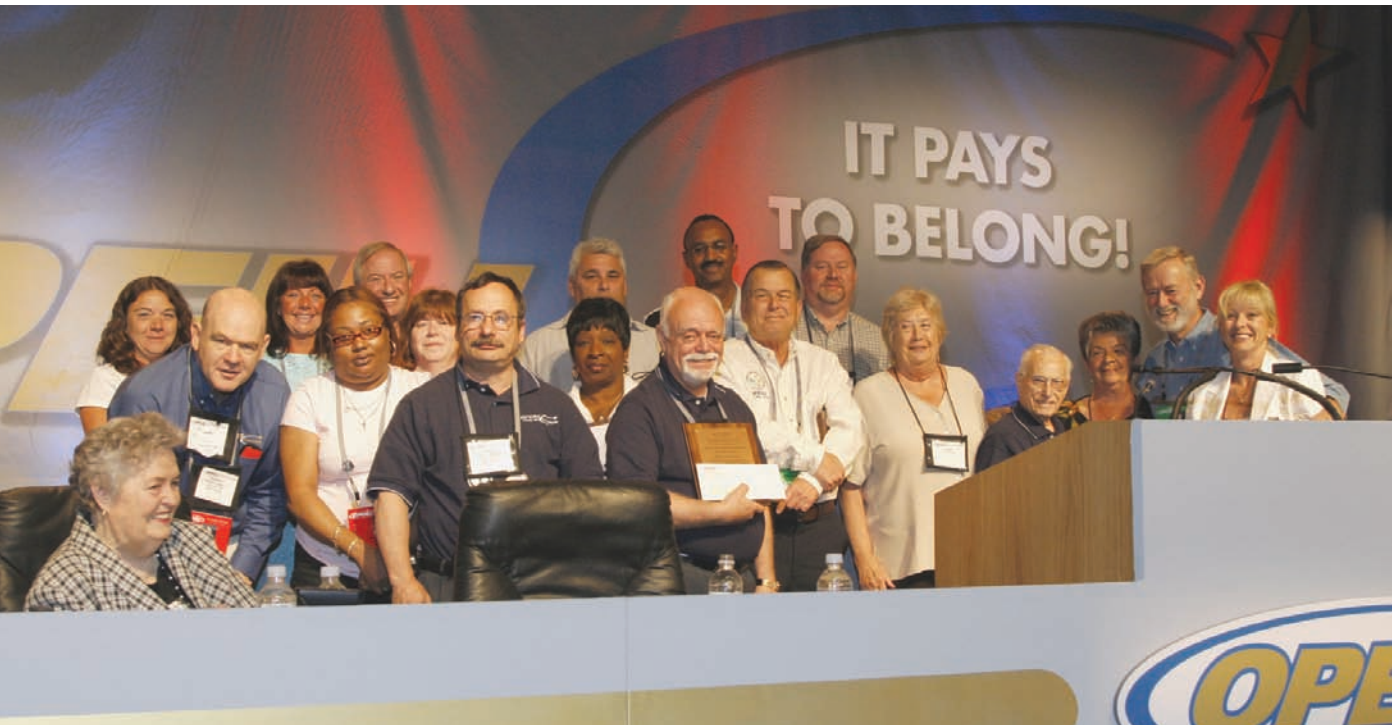
J.B. Moss VOTE Fund Awards

The J.B. Moss VOTE Fund Awards are given to recognize Local Unions for increased member participation in the political process through contributions or payroll deductions. Presenting

awards were Martha Moss, Louise Kelly and Melissa Beauregard, widows of former union officers who were instrumental in developing the VOTE program.

Awardees were **J.B. Moss Award**,

Local 494, Detroit, Michigan; **Gold Award**, Local 100, Miami, Florida; **Silver Award**, Local 1794, Cleveland, Ohio; and **Bronze Award**, Local 153, New York, N.Y.



J.B. Moss VOTE Fund Award winners.

OPEIU Organizing Awards

Every three years, Convention delegates recognize outstanding organizing successes since our last Convention, and award Gold, Silver and Bronze awards.

This year, the Convention awarded a Special Organizing Award as well.

Awardees were **Gold**, Local 8, Seattle, Washington; **Silver**, Local 153, New York, N.Y.; **Bronze**, International Organizers Iram Ramirez and Josue Montijo, Puerto Rico; and **Special**, Senior International Organizer Donna Shaffer.



International Organizers Iram Ramirez and Josue Montijo receive the Bronze Award for their work in Puerto Rico.



Local 8, Seattle receives the Gold Award.



Senior International Organizer Donna Shaffer receives the Special Organizing Award. Shaffer expressed her appreciation to all of the Local Unions that she has worked with over the last three years.

OPEIU Recognizes Retiring Vice Presidents



Anita Roy enjoys her first rock.



President Goodwin presents Anita Roy, Judy Solkovitz and Julie Weir with an OPEIU rocking chair.

In recognition of OPEIU’s retiring Vice Presidents, President Goodwin bestowed the title of Vice President Emerita to Anita Roy and Judy Solkovitz. Former Vice President Julie Weir was also recognized

for her contributions to the Executive Board. “I want to thank Anita, Judy and Julie for a lifetime of dedicated service, with great distinction, for their work in improving the lives of our members,” said President

Goodwin. After thanking President Goodwin and saying a few words, each was presented with a specially made OPEIU rocking chair. “I expect you to rock away, rock away into the future,” said President Goodwin with a smile.



OPEIU delegates register for the 24th Triennial Convention.



Comedian David Brenner entertains the delegates.

Official Photo of the 2007 OPEIU Convention



OPEIU Endorses Hillary Clinton for President

(Continued from page 1)

which would reduce costs and improve the quality of life of the patient.

Senator Clinton addressed the Board to thank the Union for its support and answered several questions. One of the questions, asked by Region V Vice President Tamara Rubyn, was for Senator Clinton to identify the first three things she would do as president. Her response was to end the war in Iraq, issue executive orders to reverse the negative effects of the Bush administration and to see to it that her national healthcare plan is passed.

The Senator also met with Region IV Vice President Becky Turner and Roger Smith of the American Income Life Insurance Company (AIL); Region II Vice President John Mattiacci, who also serves as Guild 45 President (Podiatry); Des Moines University's College of Podiatric Medicine Dean Robert (Timothy) Yoho; and a group of Guild 45 Doctors of Podiatry.

Upon entering the Executive Board room, Senator Clinton was greeted by enthusiastic applause and the playing of "Happy Days Are Here Again" by an American Federation of Musicians (AFM) band.

Following Senator Clinton's securing the Democratic nomination for president, the OPEIU and its Local Unions will prepare to give her as much support as we can in the General Election in November 2008. As stated in President Goodwin's column, the need for a change in Washington, DC, is now greater than ever.



Pictured are Dr. John A. Mattiacci, President of the First National Guild 45 and OPEIU Vice President; President Michael Goodwin; and Senator Hillary Clinton, at a December 2 meeting in Des Moines, Iowa.



Senator Clinton addresses the OPEIU Executive Board.



Like Mother, Like Daughter!

Jeri Stone, daughter of Local 100 member Debbie Stone, is an OPEIU scholarship winner. She has also won a Union Privilege scholarship and a Golden Knight Award, given by the Miami Herald newspaper. Seems like great success runs in the family. Jeri's mom, Debbie, is one of the members of Local 100 that has been doing a great job in bringing in new members with the new Membership Benefits Program (MBP).



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