



WHITE COLLAR

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

No. 428

July-August-September 1988

OPEIU rallies with thousands to urge legislation to help families

The government's obligation to help build healthy families—through affordable child care, decent health care and a higher minimum wage—was the theme of the American Family Celebration, organized by the Coalition of Labor Union Women.

OPEIU sent busloads of members and their families to join the more than 25,000 working people and their families gathered at the foot of the Washington Monument on May 14 for a relaxed, picnic-style event. But, while the scene was festive, the issues raised at the gathering were serious.

"America needs and must have a comprehensive national family policy that provides safe, decent affordable day care for the children of working parents; that shields fathers and mothers from punishment for taking time off from work to deal with sickness or other family emergencies; that forbids discrimination against wage-earners by reason of sex or age," said AFL-CIO President Lane Kirkland, one of many speakers at the event.

Kirkland said families have changed and "the job before us is to redesign our institutions and revise our social policies and reshape our government programs to promote and enrich family life as it is, to meet the needs of the American family we have, rather than the one we used to have or would like to have."

He urged that message be carried to presidential and congressional candidates in the November 8 elections.

Union members from 13 states rolled into the nation's capital by bus, train and plane from as far west as Missouri and Michigan and as far north as Massachusetts.



But, the majority of OPEIU members came from Connecticut, New Jersey, New York and the District of Columbia area.

Wearing OPEIU caps and t-shirts, provided by Secretary-Treasurer Gilles Beauregard and the D.C. staff at the OPEIU information booth, our members visited booths set up by many of the 160 labor, civil rights, women's and religious groups that helped sponsor the event and listened to the music of various labor groups.

It was a beautifully sunny and enjoyable day, it was agreed by all of the OPEIU participants.

Adelphi employees vote 4-to-1 to join OPEIU

After three organizing attempts at Adelphi University, the employees were finally successful in gaining OPEIU Local 153 representation by a four-to-one margin.

The efforts to organize the college began as far back as 1977, International Vice President Michael Goodwin reports. But, last minute promises from the administration convinced the employees not to unionize. In 1982 another campaign was launched and an election held. The union, however, lost by a slim seven votes, he said.

In 1988 everything had changed, added Local 153 Business Representative Patricia Hoffman. The employees from day-one were enthusiastic and committed to making sure that the mistakes of the past didn't recur.

A committee of 42 employees were spearheaded by Florence O'Connor, Sue Austin, Pat Urig, Mary Morreale and Florence Bolatin. This committee worked relentlessly to persuade their fellow employees that it was up to them to make the changes needed at Adelphi.

Aiding the Adelphi committee in its efforts to educate and inform their brothers and sisters were Adelaide Berg of Hofstra University and Local 153 President Sheila Baker from Fordham University—two colleges with Local 153 representation for many years. Their contribution to this victory was immeasurable, Hoffman said. They explained their own successful attempts to unionize and the many benefits they have reaped throughout the years as a result.

Because of this and despite a malicious anti-union campaign by the university administration, on May 26th the Adelphi employees voted 196 to 46 for representation by OPEIU.

The majority of employees were present for the count of ballots and the celebration following the victory announcement.

In addition to Hoffman, Local 153 Business Representatives Richard Lanigan, Adam Kelly, Jeff Mockler, John Dunn and Paul Greenspan worked on this successful effort, Goodwin said.

OPEIU fights for TVA jobs

On Wednesday, June 15, 1988, OPEIU Representative Faye Orr, along with other labor leaders of the Tennessee Valley Authority, blasted the utility's plans and methods for cutting staff this summer, pointing out that the pending layoffs are unnecessary and will unduly disrupt the economy of the Valley and other cities with heavy concentrations of TVA employees.

In testimony submitted to the TVA Congressional Caucus—a body that oversees the Authority—Orr said labor relations at TVA "have only gone from bad to worse" because of the agency's plans to trim its own staff this summer while continuing to employ contract workers.

"TVA management seeks to initiate an irrational, totally baseless, not to mention heartless, reduction in force, while keeping in place temporary employees doing these same workers' jobs," she said.

"Neither the unneeded layoff, nor the discriminatory means by which TVA plans to carry it out, would be occurring but for TVA management's openly hostile attitude toward its own employees and their elected officials," Orr said.

She also said many of the 4,000 contract workers



doing work for the agency are performing tasks that TVA's own employees could do for less money. For instance, Orr said the 600 clerical workers hired by TVA's nuclear program from Manpower, Kelly and other temporary employment services are being paid hourly rates of \$7.50, or about one-fourth more than the \$5.75 rate paid to comparable TVA employees.

OPEIU calculates that TVA could have saved \$587,220 by using its own employees for such work.

"Many times in the past, we have seen TVA cut its own staff only to go out and hire more expensive contract employees or put its remaining staff on overtime all the time," she said.

(Continued on page 3)

See Scholarship rules and deadline—page 7

Local 14's Bhadra teaches and writes book on Indian cooking

The following is an article by Clare Connors that appeared in the *Community* on Wednesday, April 13, 1988. It is about Bela Bhadra, a Local 14 member who works for Ocean County in New Jersey. It was submitted to *White Collar's* Wanted Poster by Local 14 Vice President Ted Heitman.

Bela Bhadra knows how to keep her calendar full. She works at the Ocean County Administration Building's data processing department, takes computer science courses at Ocean County College, teaches a cooking class every semester for the Toms River adult education program and is raising a daughter.

Now, she's writing a book on Indian cooking as well.

Mrs. Bhadra, who is originally from Calcutta, India, said so many people have misconceptions about Indian cooking, such as that it's too hot or greasy, and she wants to share the delights she was raised on.

"I love cooking so much, I take it from my heart," she said. "So I thought I could share it with other people. A lot of people misunderstand Indian food, and think it's very spicy. A lot of people say to me, 'Oh, isn't it so greasy and spicy?'"

In fact, rice, fish and lots of fresh vegetables are the main ingredients in many of her dishes.

Different seeds are used for seasoning, and while some dishes can be hot, it is not common. Many people also believe people in India use a lot of curry powder, but Mrs. Bhadra said she had never heard of it until she came to this country.



Mrs. Bhadra, Brick Township, said she was raised on a quiet mountainside with her five sisters and two brothers. She was the oldest, and the only one in her family to move to America.

In 1972, at age 22, Mrs. Bhadra moved to Los Angeles with husband, Sujit, and stayed there five years.

They moved to New York, and also lived in Jersey City before moving to Brick Township about five years ago. Her daughter, Sujata, 16, attends Brick Township High School.

Mrs. Bhadra held a master's degree in child psychology, but there is a lot of competition in the

field in this country. So she took up computer work, and continued cooking.

She began teaching in Toms River about two years ago.

"When I was a child, I used to always watch my mother when she was cooking," she said. "I always had an interest in it."

Every day, fresh vegetables were brought from the market and the fish are those from the Bay of Bengal. Most dishes are stir-fried. Various seasonings, including ginger, mustard seeds, coriander leaves and more are used to bring out the flavor of the food.

"We do use special hot peppers that are so hot, but we only use one for a whole dish," Mrs. Bhadra said.

Another staple of the Indian diet is plain yogurt. During the summer, Mrs. Bhadra said it's refreshing on a hot day, and she mixes in chopped celery and a little salt and pepper to flavor it.

"We believe yogurt is good for the health and digestive system," she said.

Mrs. Bhadra said the meals are not difficult to prepare, most of the spices used can be found in any supermarket, and the food is also appealing to the eye. Often, the Indians use turmeric as a food coloring.

Her book will be a combination of recipes, explanations on how to cook, mixed with historic information about India and its culture. Mrs. Bhadra said each state has its own style of dress, language and they all cook differently as well.

She plans to dedicate the book to her late husband, Sujit Bhadra, who died of a heart attack last year. After that, she decided to write the book, and she plans to use the title "Indian Cooking for the American Kitchen."

A newspaper column by CLC President Shirley G. E. Carr



Shirley Carr

Not that long ago a CBC television crew captured the essence of what privatization means to me and to many trade unionists.

It means tears and pain. It means hurting people.

A TV reporter had simply asked a snowplow crew in British Columbia what privatization meant to them. The eye of the TV camera was cruel and unblinking and it held one of the men in a tight close-up while he explained that privatization would probably mean he would lose his job. It was a job he liked and it was a job that he believed in and it was a job worth doing to help his fellow citizens.

Millions of Canadians watched the tears come to his eyes.

That's what privatization means to me.

It is time governments realized that our country was not built by people hurting one another. It was built by people helping one another and caring for one another.

There is a tradition in Canada that has always put people ahead of profits.

For too long now it has been politically cute and politically expedient to put a knock on the public service. Politicians may have been quick to forget, but there are still thousands and thousands of Canadians out there who know that quality public service is the Canadian way.

It was the public sector that built our canals and railways. It was the public sector that gave us a medical care system that is second to none, and it is a public sector communications net that helps knit our Canada together today.

It was not profit that brought telephone service to the scattered farmhouses on the prairies—it was Canadians caring about Canadians.

Lately—thanks to neo-Conservative ideals cribbed from Margaret Thatcher and Ronald Reagan—

privatization has crept into Canadian lives like a chicken thief in the night.

Privatization comes in many forms. It can be the sale of Crown corporations, contracting out, deregulation, franchising, user fees, or simply privatization by budget-cutting and neglect.

This philosophy began to creep into Canada in the mid 1970's when the economy was marked by high inflation and unemployment, high interest rates, stagnation and falling living standards.

Governments were supposedly to blame because they had taken too large a share of the gross national expenditure. Government programs, social spending and Crown corporations all came under attack from business and right-wing groups.

What the Liberals began, the Mulroney Conservatives are attempting to perfect. The B.C. Social Credit, Quebec Liberal and Saskatchewan Conservative governments have also been quick to jump on the bandwagon. They are selling off their programs and services as if it was a rummage sale in a church basement.

Some examples:

- Increased funding to private schools and severe funding cuts to the public system raises the spectre of a two-class education system.

- Safety of travellers is threatened in the air through the deregulation of airlines, and on the roads because governments are selling off highway maintenance operations.

- Day care services are being increasingly turned over to commercial operators whose concern is profit, not quality care for children.

- Canada Post is closing 4,000 small post offices, and turning their operations over to subcontractors in larger communities, threatening the livelihoods of many small business people.

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

JOHN KELLY President
GILLES BEAUREGARD Secretary-Treasurer

POSTMASTERS, ATTENTION — Change of address Form 3579 should be addressed to: Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20006. (202) 393-4464.

GWEN WELLS Managing Editor

ILCA
 INTERNATIONAL LABOR COMMUNICATIONS ASSOCIATION
 - AFL-CIO/CLC -

PRINTED IN U.S.A.

Published quarterly by Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20006. Second class postage paid at Washington, D.C. (ISSN 0041-4876)
 Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

- Canadian National Railways is shutting down thousands of miles of rail branch lines.

- Governments are losing their ability to plan for economic growth, job creation, or regional development, because the Crown corporations which could work toward those goals, are being sold off to commercial enterprise.

- More municipal services are being contracted out, resulting in higher costs, poorer quality and loss of municipal council accountability.

Canada is more than the bottom line in a business ledger. Our quality public service has helped make our streets safe and clean and our politicians have to be made to understand this.

People like the Prime Minister may want to sit in a dark corner and count their pennies, but I fervently believe that there are millions and millions of Canadians who believe a quality public service is the Canadian way.

Those of us who believe in the Canada of yesterday, the Canada of today and the Canada of tomorrow, will fight privatization like the disease we know it is, and stand up for the Canadian way that we love.

Work and Health
by Press Associates, Inc.

Prickly heat

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

Director, Western Institute for
Occupational/Environmental Sciences

"Prickly heat" or "heat rash" are common names for a condition technically known as miliaria.

By whatever name you call it, it's a stinging, itchy summer-time nuisance you'll want to get rid of for comfort as well as for avoiding any possible complications.

Prickly heat does not confine itself to any age or race. And men and women alike can be affected. The rash usually can be found on the sides of the neck, the upper chest, the armpits and the groin.

The condition results from excessive sweating and blocked sweat glands.

You'll probably notice it as an itching or stinging sensation. Look closely at the area and you may be able to see clusters of pinhead-sized blisters surrounded by red skin. Here is how heat rash or prickly heat happens:

When you sweat, moisture appears on the surface of your skin. The evaporation of this moisture—especially noticeable if you stand in a breeze that speeds up the process—is one of the body's cooling mechanisms.

This moisture originates in your sweat glands which are situated in one of the deeper layers of your skin. Prolonged exposure to heat and moisture can cause the skin to swell enough to block the openings of the sweat glands. When that happens, newly produced sweat is then deposited in the skin and not on it. This excessive moisture can damage cells that line ducts extending from your sweat glands to the surface of your skin.

When this happens, the damaged cells may form a barrier and block the free flow of perspiration. The obstruction occurs close to the surface of your skin.

As a result of the obstruction, the plugged sweat duct ruptures. That's what allows the perspiration to pass into your skin below the obstruction instead of out into your skin's surface through a skin pore. The tiny blisters, itching and redness are caused by enzymes and other chemicals released by the damaged skin cells.

To avoid prickly heat, try to avoid situations that lead to excessive sweating. That's easier said than done when the workplace is hot and sticky. But, try to keep cool.

If you already have prickly heat, seek a cool environment if you can, one that discourages sweating. Under cool and dry conditions, the problem usually clears up spontaneously within a few days or a week.

In the meantime, cold compresses on the affected areas, cool showers or tub soaks may help. A drying, calamine-type lotion may also help relieve symptoms. Any irritations—such as harsh soaps and unsuitable clothing—should be avoided.

Do not apply anything to the skin as long as you are perspiring. This includes lotions, anti-perspirants, insect repellents or powders. If you are still sweating, these substances may clog your pores and actually bring on the problem or aggravate it.

If fungal infections develop in the affected areas, they require separate treatment with anti-fungal ointments or other preparations. Your pharmacist may have some suggestions.

... TVA jobs

(Continued from page 1)

OPEIU members at the Tennessee Valley Authority are represented by Local 119 in Chattanooga, TN; 268 in Knoxville, TN; and 52 in Sheffield, AL.

Attending the hearings in support of the members and employees of TVA were International President John Kelly, Local 268 President Jim Witt, Local 119 President Jeanne Farmer, Local 52 President Napoleon Mitchell, and Negotiating Policy Committee Chairman Brian Charlesworth.



Washington Window

Nobody's counting contingent workers

by Press Associates

It may be the old syndrome of the "see-no-evil" monkey with hands over its eyes, but there are some things the federal government just doesn't count.

One of those things is the number of full-time jobs that have been converted to part-time, temporary or contract jobs. It has been described as a "deliberate low-wage strategy" by employers.

So-called contingent workers often get lower hourly wages and rarely get health insurance, pensions, paid sick and vacation leave and holidays or other benefits. Nor do employers have to pay as much in Social Security, workers' compensation, and unemployment insurance taxes for these workers.

Unions and other observers say this is a fast-growing trend by employers who seek to reduce labor costs and escape union contracts.

However, when members of the House Employment and Housing Subcommittee recently asked Bureau of Labor Statistics Commissioner Janet Norwood whether employer's use of so-called contingent workers is growing, she replied that BLS simply doesn't have the data to decide.

Outside of BLS, however, estimates on the number of part-time, temporary or contract employees are as high as one out of every four Americans. With a workforce of 121 million, that could mean as many as 30 million workers.

Although the House subcommittee got no definitive answers about the numbers of Americans in the new contingent workforce, it did get some insight from two workers, Arthur Ward and Nancy Packard, who described what it is like to struggle by on part-time wages.

Ward, 43, earned \$11.40 an hour plus health insurance, pension credit and overtime protection in a full-time maintenance position with the District of Columbia government until a back injury forced him out of work.

When he returned, Ward could only find a part-time job with a large D.C. building maintenance service company that paid \$4.25 an hour with no paid sick or holiday leave, no health insurance, no overtime, and no pension. "If you don't work or can't work, you don't get paid," he said.

The building is supposed to employ 34

maintenance workers each night, Ward said, but they usually only staff 25, so those workers end up doing extra work with no overtime. Offices don't get thoroughly cleaned, he said, but the "company doesn't care because it still gets its money." When tenants complain, the company blames the cleaning staff, he said.

Unable to make it on one part-time job, Ward got another job stuffing inserts for "The Washington Post" from 11 p.m. to 5 a.m. He walks the 30 blocks from his maintenance job to the "Post" because he can't afford transportation.

Ward relies on a public clinic for health care because he no longer can afford his private doctor and has outstanding medical bills. "I hope you can help people to live in dignity without fear for the future," Ward told the House subcommittee.

Packard earns \$3.60 an hour as a part-time circulation aide at a Milwaukee, Wis., city library. Her job provides only 20 hours a week and no paid benefits. A full-time position that requires the same skills and duties as her current job pays \$6.78 an hour. She said many workers in her job hold two or three part-time jobs to pay for rent and food, and they often forego health care because they can't afford it.

Packard explained why. Her job-related expenses—child care and bus fare for her and her son—add up to \$109 every two weeks. Her bi-weekly take home pay is \$122.53.

"Our country cannot afford the continued growth of permanent underclass of workers to erode our nation's economy," said Packard.

Some legislators are saying the same thing. They see the contingent workforce trend as undermining the nation's long-term productivity as employers pursue short-term profits. Meanwhile, taxpayers subsidize increased obligations for health care, housing, training and other social needs that aren't met by employers.

However, as one subcommittee member pointed out, it's going to be tough to persuade Congress to pass several pending bills that would remove some of the economic incentives for using contingent workers without a good measure of how many Americans are affected.

Photo story—OPEIU Canadian Convention



Delegates to the 1988 Canadian Convention held in Toronto, Ontario. Seated in front (left-to-right) are International Secretary-Treasurer Gilles Beaugard with International Vice Presidents Anne Harvey, Janice Best, Michel Rousseau (Canadian Director), and William Wittal.



Here are the new executive board members of the Eastern Canada Council as they take the oath of office at the Convention (left-to-right): Raymond Audit, Local 530; Yvonne Demalpas, Local 225; Jean Denis St.Gelais, Local 416; Raymonde Tremblay, Local 191; Jacques Leboeuf, Local 57, Chairman; Yvon Rivard, Local 434; Denis Frechette, Local 463, and Michel Rousseau, Local 57.



Pictured here are the full-time staff representatives of OPEIU Local 57 in Montreal and the Central Ontario Council.

Convention speakers



OPEIU International President John Kelly



Gordon Wilson, president, Ontario Federation of Labour

Delegates address resolutions



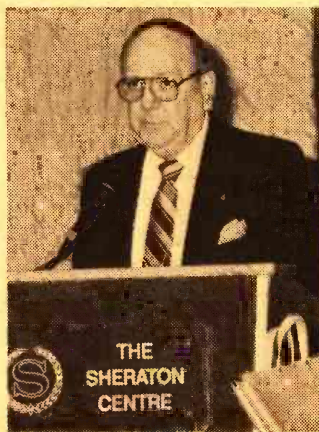
Cheryl Barber, president, OPEIU Local 397 (Regina)



Maurice Laplante, president, OPEIU Local 57 (Montreal)



Bob Rae, New Democratic Party



Romeo Corbeil, OPEIU Secretary-Treasurer Emeritus



Yvon Rivard, president, OPEIU Local 434 (Montreal)



Donna Faight, president, OPEIU Local 26, (Sault Ste. Marie)



Opal Skilling, secretary-treasurer, OPEIU Local 15 (Vancouver)

1988 education season focuses on arbitration and grievance skills

In the Spring 1988 OPEIU held three regional conferences offering specialized training for local unions—in the Southeast/Southwest, West/Northwest and Northeast regions. The training focused on improving the skills of experienced OPEIU shop stewards.

There was a review of the basics of grievance handling, as well as techniques for developing assertiveness.

Participants discussed real and hypothetical grievances and gained skills for negotiating a settlement for grievances. They were also introduced to how an arbitrator thinks and the standards arbitrators use for settling disputes.

Stewards discussed the importance of settling grievances at the lowest step of the process; how to receive and send signals to management; how to prepare the grievant for a settlement.

There were many participatory and roleplaying exercises. At two of the conferences—Southwest/Southeast and West/Northwest—stewards actually prepared and presented cases for arbitration.

Since there was a great deal of group and individual involvement, students learned a lot from each other, as well as the instructors.

The grievance handling/arbitration program took two full days.

And, on the third conference day delegates were offered a choice in most cases between workshops on employee assistance programs and stress as a safety and health issue or how to file union reports and forms with government offices.

The last has always been of great importance to secretary-treasurers and trustees, who bear responsibility for the local union's finances. It is complex and very technical, made more difficult in some areas by frequent turnover of officers. So, this was obviously most needed.

Employee assistance programs: Alcoholism and drug addiction are reaching epidemic proportions in the workplace. And, OPEIU adheres to the concept that it is our duty to assist members and families suffering from this disease.

The primary instrument for dealing with these problems has been the voluntarily created Employee Assistance Program (EAP), the most effective run by the union, or the union and employer together. Reported recovery rates for alcoholics referred to treatment through EAPs range as high as 90 percent.

Through this workshop participants learned the basics needed for establishing and maintaining EAPs, how to identify and confront members with problems, etc.

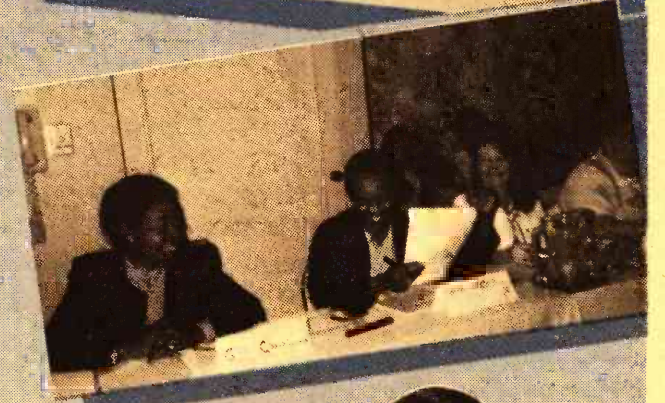
Stress as a safety and health issue: According to "Stress in the Workplace," a report by the Bureau of National Affairs, workplace stress may cost society as much as \$150 billion each year. As many as a million workers are absent on any given day because of job-related stress and stress-caused illness. Forty percent of job turnover is attributed to stress. A study by the National Institute for Occupational Safety and Health in 1981 found that VDT operators had the highest stress levels ever recorded for any occupation, including air traffic controllers.

During this workshop participants learned the causes of stress, how it affects the worker's health, and that of their families, and the different ways it can be alleviated—through collective bargaining, legislation or individual self-help efforts.

All-in-all, each of the conferences was a major success.



Tom Lantos (D-CA)



Martin Frost (D-TX)



Education Arbitration . . .

(Continued from page 5)

Southwest/Southeast

The Southwest/Southeast conference took place April 13 to 16, 1988, at the Crockett Hotel in San Antonio, Texas. Delegates were welcomed to the State by Texas State Federation President Harry Hubbard who was happy to report how strong the Texas labor movement had become. U.S. Congressman Martin Frost also addressed the OPEIU participants on upcoming legislation of particular interest to OPEIU and working people.

Attending this year's conference were representatives from the following local unions: 27 (Galveston, TX); 46 (Tampa, FL); 60 (New Orleans, LA); 66 (Port Arthur, TX); 87 (Lake Charles, LA); 119 (Chattanooga, TN); 179 (Chattanooga, TN); 204 (Pascagoula, MS); 233 (Georgetown, SC); 251 (Albuquerque, NM); 277 (Ft. Worth, TX); 298 (Austin, TX); 306 (Amarillo, TX); 337 (Palatka, FL); 367 (Memphis, TN); 381 (Oklahoma City, OK); 402 (San Juan, PR); 420 (Pine Bluff, AR); 437 (Ponca City, OK); 465 (Alexandria, LA); and 506 (San Juan, PR).

Representing the International Union were President John Kelly, Secretary-Treasurer Gilles Beauregard, Vice President J. B. Moss, Organizing Director Mark Reader, Education Director Gwen Wells, and Representatives Faye Orr and Bill Kirby.

Instruction was led by University of California at Los Angeles staff from the Labor Center—Geraldine Leshin and June McMahon. Leshin and McMahon frequently teach for OPEIU and are always well received by the members and officers.

West/Northwest

Delegates to the West/Northwest regional conference met in San Francisco, California, at the Sir Francis Drake Hotel, from May 11 to 14, 1988. The keynote speaker at the conference was Representative Tom Lantos, who pledged to support the needs of working people and described upcoming legislation of particular interest to workers and the labor movement, such as 60-day notice for plant closings.

Leading the discussions again were June McMahon and Geraldine Leshin from the Labor Center at UCLA.

OPEIU delegates came from Locals 3 (San Francisco, CA); 5 (Denver, CO); 8 (Seattle, WA); 11 (Portland, OR); 23 (Tacoma, WA); 29 (Oakland, CA); 140 (Los Angeles, CA); and 453 (Boston, MA).

International President John Kelly, Vice Presidents Kathleen Kinnick and Gary Kirkland, Organizing Director Mark Reader, Education Director Gwen Wells, and Representatives Jesse Bridgewater, Diane Holland and Kitty Simmons represented the International Union.

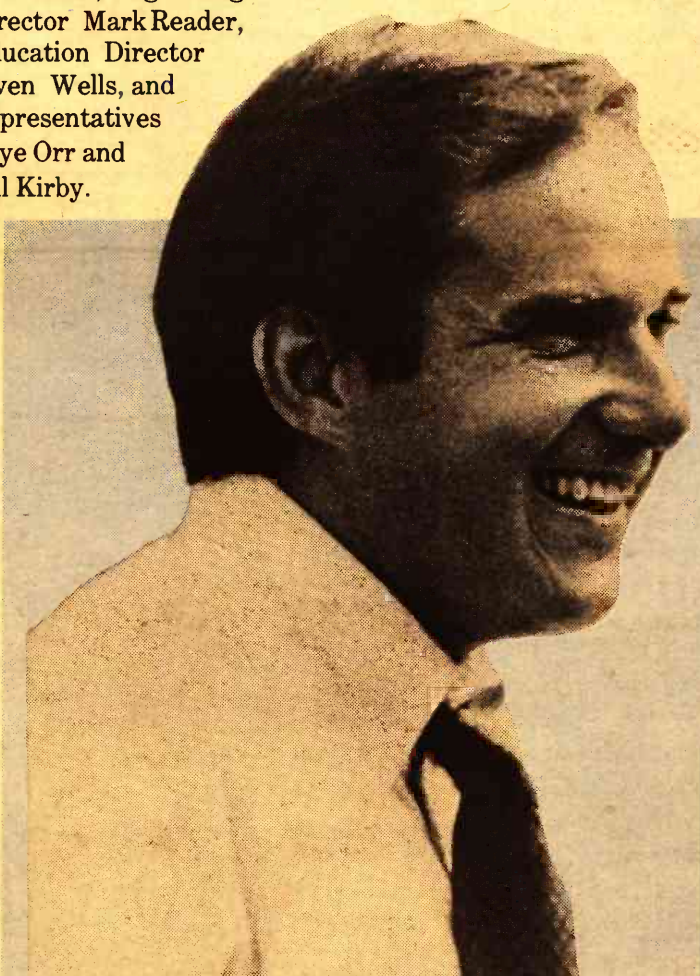
Northeast

The Northeast conference was held in Atlantic City, New Jersey, at the Tropicana Hotel, June 1 to 4, 1988. Headliner at the conference was U.S. Representative Bob Torricelli, a long-time friend of OPEIU and the labor movement. Torricelli described legislation needed for improving the equality of life for working people and pledged his support for legislation supported by OPEIU, e.g., family and medical leave, advance notice for plant closings, increase in the minimum wage, national right-to-know legislation, child care, etc.

Locals 2 (Washington, D.C.); 6 (Boston, MA); 14 (Philadelphia, PA); 20 (Bayonne, NJ); 106 (Groton, CT); 153 (New York, NY); 210 (New York, NY); 247 (Holyoke, MA); 269 (Chicopee, MA); 295 (Woodland, ME); 471 (Brownsville, PA); and 600 (Boston, MA).

Representing the International Union at the Conference were International President John Kelly, Secretary-Treasurer Gilles Beauregard; Vice President Michael Goodwin, Education Director Gwen Wells, Representatives JoAnn Bynum and John Connolly.

The instructors were all from the Cornell University's School of Industrial and Labor Relations: Hezekiah Brown, Jim Miller, Dan Ratner and Mary Lehman. All of the delegates praised the quality of the education and expertise of the instructors. It, like the other two conferences, was obviously a success.



Bob Torricelli (D-NJ)



OPEIU announces 2nd Howard Coughlin Memorial Scholarship

Six (6) scholarships will be awarded. Applications are open to members in good standing, or associate members, or to their children, all of whom must meet the eligibility requirements and comply with the rules and procedures as established by the Executive Board. Each scholarship has a total maximum value of \$4,000.

Eligibility

An applicant must be either:

- a member of OPEIU in good standing or an associate member;
- the son, daughter, stepchild or legally adopted child of an OPEIU member in good standing or an associate member; and

An applicant must be either:

- a high school student or high school graduate entering college, university or a recognized technical or vocational post-secondary school as a full-time student;
- presently in college, university or a recognized technical or vocational post-secondary school as a full-time student.

Procedures

Each applicant must file an official OPEIU scholarship program application. Application forms must be endorsed by the Local Union President or Secretary-Treasurer attesting that the member or parent of an applicant is in good standing or an associate member. Such endorsement must be obtained before the application is submitted.

Forms

Application forms may be obtained at your local union office or at the Secretary-Treasurer's office of the International Union.

Applications

All applications must be received at the Secretary-Treasurer's office of the International Union, 815 16th Street, N.W., Suite 606, Washington, D.C. 20006, no later than December 31, 1988.

Requirements

High School Transcript—All applicants are required to submit their high school transcript.

Test—All applicants are required to take a Scholarship Aptitude Test—SAT—(the admissions Testing Program Examination of the College Entrance Examination Board) or equivalent examination by a recognized technical or vocational post-secondary school. If you have already taken the above test, you should request your school to forward the results of your test to the Secretary-Treasurer's office of the International Union.

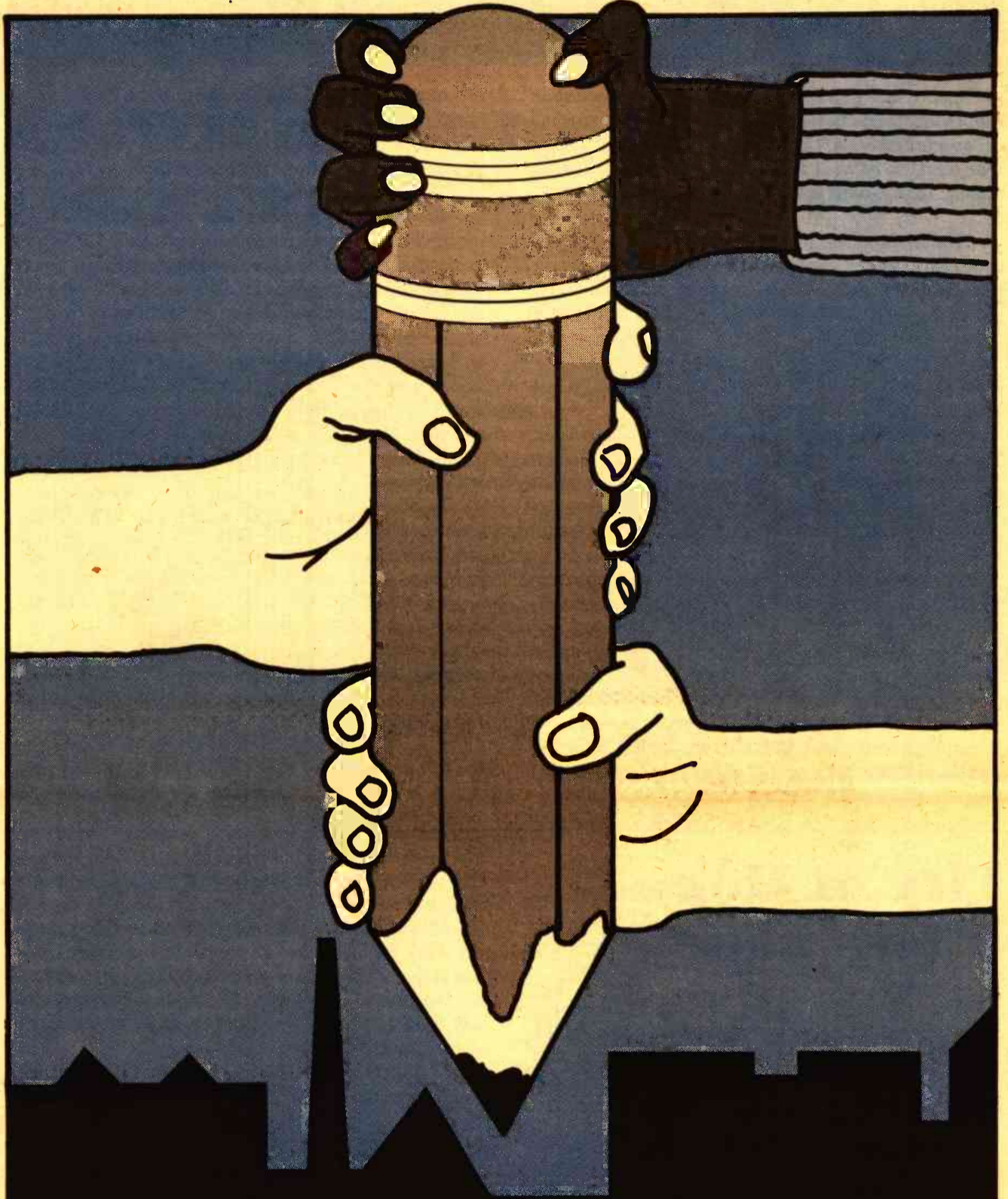
All requirements are due at the Secretary-Treasurer's office no later than March 31, 1989.

Selection of Scholarship

The selections shall be based on recommendations of an academic scholarship committee. Announcement of the winners will be made during the month of June 1989.

Address all inquiries to:

Office and Professional Employees
International Union
Howard Coughlin Memorial Scholarship Fund
815 16th Street, N.W., Suite 606
Washington, D.C. 20006



SEND FOR OPEIU SCHOLARSHIP APPLICATION
Application deadline—December 31, 1988

Please send me the application for the 1989 Howard Coughlin Memorial Scholarship.

Name _____

Address _____

OPEIU Local Union _____

**Application deadline
December 31, 1988**

State _____

Zip _____

Send to: OPEIU
Howard Coughlin Memorial Scholarship Fund
815 16th Street, N.W., Suite 606
Washington, DC. 20006



Is labor a 'special' interest?

by John Kelly, International President

In the last general election of 1984, the labor movement was castigated by many politicians as a "special interest" group. The following editorial was written at that time and it would appear as timely today as it was then.

Walter Mondale has been pointed to, somewhat scornfully, as the candidate of special interests. By "special interests" other political candidates invariably mean the labor movement, as if being a "special interest" were repugnant.

The truth is that the labor movement has always represented "special" interests, has never disguised that fact, and has always been proud of it.

First and foremost, a labor union like the Office and Professional Employees International Union represents its members. We represent our members through collective bargaining, grievance handling and arbitration, and where necessary through legislative action.

We are dedicated to obtaining fair and equal treatment for our members, winning a higher standard of living for our members, to defending our members against discrimination.

But, the labor movement and OPEIU want fair and equal treatment for all working people, not just our members. To obtain that, the many unions have joined together in the AFL-CIO so that through our combined strengths we could effectively lobby for and support progressive legislation.

In lobbying for Social Security benefits we were not fighting for just our members. Trade unionists, in fact, were already protected through their bargained pension plans. It was primarily the unorganized—and specifically the elderly—who benefitted.

Trade union members also were not the main beneficiaries of unemployment insurance for which unions fought long and hard, although during a layoff such benefits can mean the difference between food and hunger and whether or not the rent is paid.

When the labor movement joined together with civil rights activists to lobby and fight for an end to discrimination against blacks, Hispanics, women, it was to help far more than labor union members—although we clearly gained as well. But we had the advantage of the labor agreement through which to gain redress.

In supporting food stamp programs, Medicaid and Aid for Dependent Children, the labor movement fought to protect the rights of the poor. Trade unionists with work and collective bargaining agreements thankfully could not qualify for the programs: their means were too high.

But, the labor movement, unlike the current U.S. administration, had always had the compassionate desire to see that no American suffers hunger or lacks for medical care.

American labor has defended and lobbied for the Environment Protection Act, as well as the Occupational Safety and Health Act. These two pieces of

legislation were meant to protect the environment for all Americans and the health of American workers—organized or unorganized—in the workplace.

Support for Medicare helps all the elderly—whether union or not.

Because of its belief in equal opportunity and the need for education, the labor unions were among the first to support public education—again a benefit to all.

The minimum wage law, another union-backed piece of legislation, clearly helps unorganized workers more than the organized who earn well above minimum wage.

Support for affirmative action programs and the Equal Rights Amendment benefitted all women, whether union members or not. Equal pay for equal work had already been obtained in union contracts, yet trade unions lobbied for its enactment for all working women.

It's true then—American labor unions represent, support and defend the "special interests," which happen to include

**union members;
workers;
the elderly;
minorities;
women;
the unemployed;
the poor;
consumers;
families;
children.**

In short, the labor movement has supported and continues to support the majority of the people. It supports not only trade union members, but all working people. And, it supports those least able to support themselves—the poor, elderly and handicapped.

Yes, these are very special interests. And, neither are we ashamed of them, nor should be any of our candidates for public office.

City of Hope offers none

The following article was written by Local 494 member Paul Wianeki and appeared in that local's newsletter Newline. It is an important struggle that all of our members should be aware of and it was well reported.

Los Angeles, California OPEIU Local 30 is under attack from an unlikely source, the City of Hope Medical Center. OPEIU members have been working there without a contract since October 1987.

During a recent negotiation session, City of Hope President Stanford Shapiro stated that the "City of Hope is prepared to kiss off all financial support from organized labor." This was said in the presence of a

federal mediator who was hoping to break the negotiation deadlock.

OPEIU Local 30 has represented over 350 workers there for more than 25 years and organized labor has helped raise millions of dollars through the years for the City of Hope. The City of Hope is asking for pay reductions, increased hours, modified seniority system and a stipend bonus system.

The City of Hope has implemented its offer and the 35-hour week is history. OPEIU members are now forced to work a 40-hour week with most employees taking a \$1.00 an hour pay reduction.

According to OPEIU's attorney Joe Beaver the Union has offered to accept a two-year wage freeze and status quo on the provisions of the contract rolled back to 1985. The City of Hope claimed that this was an escalation of the union's demands.

With the deadlock apparent, the union and the City of Hope put the matter before a fact-finding, non-

binding arbitrator for a ruling. The ruling came back in favor of the union. The company rejected the arbitrator's decision.

Los Angeles County Federation of Labor Secretary-Treasurer Bill Robertson said that the City of Hope is using cold, calculated union-busting tactics by hiring an anti-union labor firm. There was an orchestrated plan to destroy the union before negotiations began.

The City of Hope has now been put on the AFL-CIO's National Boycott "Do Not Patronize" list and OPEIU is urging all unions to stop fund-raising efforts for the City of Hope until an agreement is reached.

Vice President Wittal retires

OPEIU is sad to announce that it is losing another dedicated trade unionist. International Vice President William Wittal who has served our union tirelessly for many years announced his retirement this year.

For OPEIU, Wittal's service and contributions began 35 years ago when he went to work for Saskatchewan Government Insurance, a Crown corporation whose employees are represented by OPEIU Local 397 in Regina.

During those 35 years he became shop steward and was elected to the local union executive board—positions he held from 1966 until 1983.

Because of his recognized capabilities, leadership abilities, and popularity he was elected Local 397 President in 1972, a job he held nearly 11 years.

For five years he served the local union as full-time staff representative, fighting for the rights of



Local 397 and OPEIU Canadian members.

In 1977 he was elected to the International Executive Board as Vice President. He brought his expertise and wisdom to that job, serving all of our members throughout Canada and the United States.

"His experience, humanity and charm will be missed

by OPEIU members, officers and staff on both sides of the border. But, we wish him well. We hope he and his family enjoy a happy, healthy and prosperous retirement," said International President John Kelly.

U.S. Price Index

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

1986		
September	324.9	
October	325.0	
November	325.4	
December	325.7	
1987		
January	327.7	
February	329.0	
March	330.5	
April	332.3	
May	333.4	
June	334.9	
July	335.6	
August	337.4	
September	339.1	
October	340.0	
November	340.4	
December	340.2	
1988	Old*	New*
January	341.0	114.5
February	341.6	114.7
March	343.0	115.1
April	344.7	115.7
May	346.1	116.2
June	347.6	116.7

Canadian Index

Statistics Canada
New Base 1981 = 100

1986		
September	133.3	
October	134.0	
November	134.7	
December	134.9	
1987		
January	135.2	
February	135.2	
March	136.4	
April	137.0	
May	137.8	
June	138.2	
July	139.2	
August	139.3	
September	139.3	
October	139.8	
November	140.4	
December	140.5	
1988		
January	140.8	
February	141.3	
March	142.0	
April	142.5	
May	143.4	
June	143.6	

* 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 Beauregard, Sec.-Treas., 815 16th Street, N.W., Suite 606, Washington, D.C. 20006.