



WHITE COLLAR

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

1995 Brings Many Organizing Successes

1,110 Professionals Win OPEIU Representation in Florida

“When these county workers learned about the union’s reputation for representing professionals, that was it. They wanted OPEIU,” said the Florida Regional Director for Office and Professional Employees International Union (OPEIU) Ed Darcy.

On March 15, 1995, the mail ballots were counted, and the more than 1,100 Dade County Florida professionals voted by an eleven-to-one margin for OPEIU. They will become members of the Government Supervisors Association of Florida, OPEIU Local 100.

These new members, Darcy said, had become more and more frustrated because they were “out of the loop.” That is, they were never included in meetings on layoffs, the

budget, cutbacks, or working conditions. They never participated in the decisionmaking, and they finally came to realize that as professionals they need representation.

“They needed a union — one with the experience representing professional workers — GSA/OPEIU,” noted OPEIU Secretary-Treasurer Gilles Beauregard. Beauregard is also the Treasurer for the AFL-CIO’s Department for Professional Employees.

All of these members, according to Darcy, work in degreed positions throughout Dade County. They work in 40 different departments, from the police to social workers.

Darcy attributes the final victory to the resolve of these workers, as well as the hard work and assistance given

(Continued on page 4)



OPEIU Florida Regional Director Ed Darcy signs in as an election observer.

Organizing Theme

OPEIU Opens 20th Triennial International Convention; Celebrates 50th Anniversary

Delegates from more than 200 local unions throughout Canada and the United States will convene from June 19 to 23, 1995, in Vancouver, British Columbia, for the International Union’s 20th Triennial Convention.

The Convention’s theme and focus will be Organizing. It is appropriate, therefore, that we open this convention celebrating the organizing victories reported on this page and in this issue. Meetings, workshops, industry conferences will all center discussions on organizing.

The year 1995 is also the year the Office and Professional Employees International Union celebrates its 50th Anniversary as an affiliate of the American Federation of Labor (now the AFL-CIO). Festivities surrounding that anniversary will take place in Vancouver. The historical calendar insert in this issue is another means of celebrating our heritage, our history and our accomplishments. The following White Collar issue will continue this calendar and our annual celebration.

Convention delegates, however, will mostly work — in committees or on the convention floor — to determine the union’s policies and its direction for the next three years.

Those delegates, elected by their local union memberships, will represent the interests of members on issues as wide-ranging as minimum wage and labor law reform to the balanced budget amendment and affirmative action. They will also represent the members as they elect the International Union officers, who will lead this great union for the next three-year term of office.

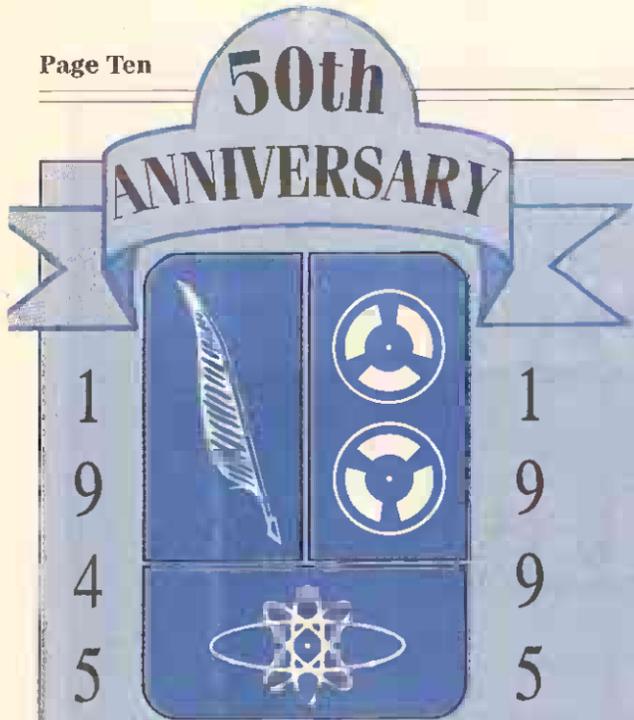
A full report of the Convention discussions, rulings and activities will appear in the newspaper following the proceedings.



See Insert — 50th Anniversary Historical Calendar

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Celebrating 50

The Early Years ...

1906 First clerical federal charter issued by AFL to a local union: Stenographers, Typists, Bookkeepers and Assistants, Federal Labor Union No. 11587 (became OPEIU Local 1, Indianapolis).

1933 Roosevelt's New Deal passed the National Recovery Act which gave employees the right to organize and bargain collectively, but it was later declared unconstitutional.

Office Employees, Federal Labor Union No. 11773, in St. Louis for the first time sent out a call for a national union.

Castens Packing organized in Tacoma, WA under George Firth; in 1936 it was finally chartered as Federal Union No. 20360 (later to become OPEIU Local 23).

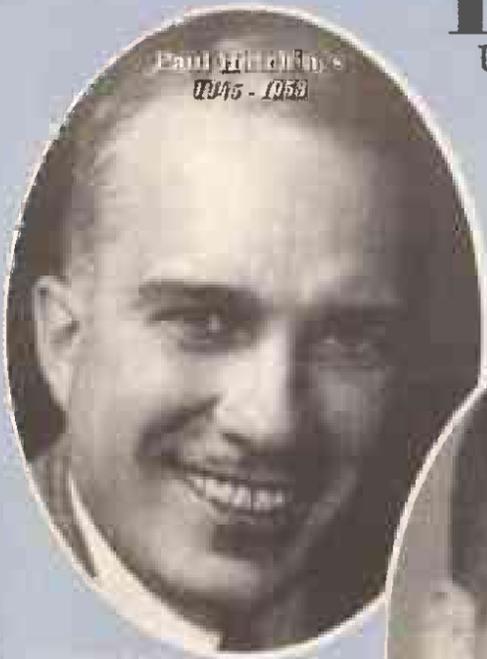
1935 The Wagner Act passed which made collective bargaining part of national labor policy; it was declared constitutional in 1937.

1936 The first resolution calling for an international union of office workers was presented at the AFL convention in Tampa (referred to the Executive Council), introduced by Mollie Levitas from Chicago.

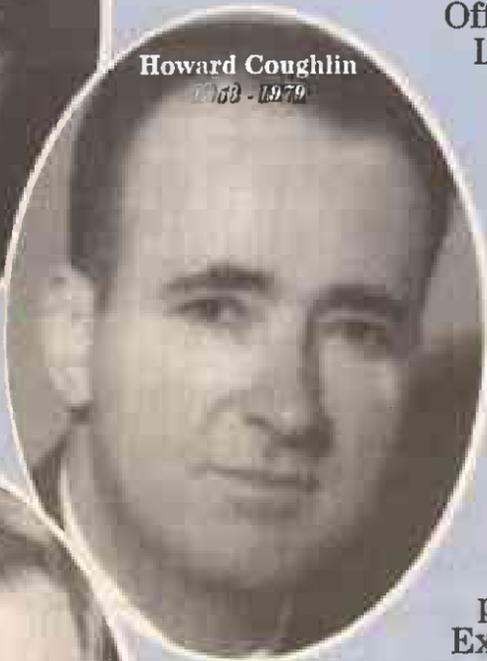
1937 Amelia Earhart is lost at sea. Steel and auto gain first big contracts. In June of that year a new federal charter was issued for Federal Labor Union No. 20940 in New York City. One of its founding members was Howard Coughlin, then working for IBEW Local 3. Many other locals were chartered that year, including those that became Local 29 in Oakland and Local 30 in Los Angeles. But chapters were also lifted from locals in New York and Chicago that joined the CIO. A new charter was given to Chicago's Federal Local 20732, later to become OPEIU Local 28.

The AFL at its convention in Denver created the American Federation of Office Employees, International Council — a paper organization — to maintain a loose liaison with the newly chartered locals.

On December 11, George Firth, Harry Beach and others formed the Pacific Northwest Conference of Office



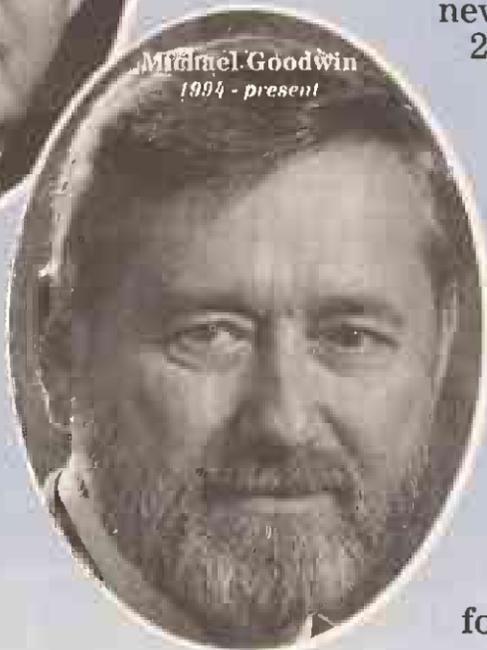
Paul Firth
1945 - 1953



Howard Coughlin
1968 - 1979



John Kelly
1979 - 1994



Michael Goodwin
1994 - present

OPEIU Presidents

Years of Solidarity

Employees, which eventually would develop into an international council.

1938 *National minimum wage enacted.* Howard Coughlin was elected president of the New York local union (Federal Union 20940).

1939 On April 2 the West Coast locals met and formed the Pacific Conference of Office Workers.

On June 25 Harry Beach drowned in a boating accident and J. Howard Hicks succeeded to the leadership of the Portland local.

1940 An organizing campaign began for clericals at the Tennessee Valley Authority (TVA). Henderson B. Douglas, then with the Washington local and working on the AFL staff, was sent there to help.

1942 A new federal charter was issued on January 28 to the American Federation of Trade Union Office Employees, Federal Union No. 23076, which split off from Local 20940 and was to be a union of "trade union employees." This new local union would become OPEIU Local 153 and the largest of the union's locals.



Union organizer Rose Schneiderman addresses a street corner crowd in New York City. Behind her is the banner of one of the first clerical locals — Federal Union 12646.



Delegates to the founding convention, January 1945, Cincinnati, Ohio.



Presentation of the International Union charter by William Green, president of the American Federation of Labor, Monday, January 8, 1945, at the founding convention in Cincinnati, Ohio. J. Howard Hicks and Paul R. Hutchings are receiving the charter. It carries the names of the 1944 officers of the International Council, who were the recipients of the charter.

Forty-six locals convened in Chicago to establish a formal international council, the first step towards an international union. AFL Secretary-Treasurer George Meany convened the conference and AFL President William Green addressed it. "The International Council of Office Employee Unions" established a constitution and by-law and elected Howard Hicks its President and Paul Hutchings its Secretary-Treasurer.

1943 Toledo Edison Co. signs a first contract with Local 19 (headed by Robert Daugherty).

The International Council opened its first office headquartered at 827 Fourteenth St., NW, Washington, DC. The first issue of *The Office*

Worker appears March 1943 with a lead story on an organizing victory in the Seattle shipyards.

Major organizing successes proceed in the shipyards throughout the country: led by John Kinnick in California, George Firth in Washington State, Oscar Bloodworth in Florida, among others.

At the Detroit Convention Howard Coughlin gained his first elected office as Council Vice President.

1944 *Allied forces invade Normandy.* Hicks, Hutchings, Coughlin with Larry Nygren (Minneapolis) and Mildred Erickson (Seattle) met with the AFL Executive Council to discuss the issuance of a charter to organize office workers. Jurisdiction was the primary issue. When denied, they began a campaign through the state federations and central labor councils — where no jurisdictional problems had arisen — to gain the charter.

1945 *Germany surrenders May 7. The first nuclear reactor goes active in Canada.* On January 8, 1945, AFL President William Green issues charter to Office Employees International Union, which begins with 22,000 members, at a convention in Cincinnati, Ohio. Ninety delegates attended from 54 local unions. Original dues were minimally \$1.00 with 45 cents in per capita payments; conventions were annual; and officers held two-year terms of office. Paul Hutchings became the first president and Howard Hicks the secretary-treasurer.

1946 *Strike by 400,000 mine workers began; other industries follow. In a famous Canadian arbitration award, Justice Yvan Rand ruled that all employees in a bargaining unit must pay the equivalent of union dues, whether or not they are union members. The award settled a*



The First Director of Organization Henderson B. Douglas "on the stump" organizes for the union in 1941.



bitter strike involving Ford Motor Co. in Windsor, Ontario and the United Auto Workers. The landmark decision has come to be known as the "Rand Formula" and provided a new form of union security. Hollywood studio unions (Film Office Workers Guild and the Screen Office Guild) merge and affiliate with OEIU as Local 174. Wall Street's stock exchange local joins OEIU and is chartered as Local 205.

The first Canadian Conference is held in Toronto. Nine local unions send representatives. The first major contract for OEIU in Canada is signed with International Paper Co. during the conference.

At the March 1946 Convention in Milwaukee, there is a call for a "Million Dollar Fund" to organize clerical workers. The fund — to be raised by the AFL and other unions — never materializes.

Organizing: Electric Boat (Groton, CT, Local 106); 20th Century Fox (Local 174); Kimberly Clark of Canada (Kapusksing, Ont., Local 166)

1947 Jackie Robinson broke the color barrier in major league baseball. Taft-Hartley labor act to curb strikes is vetoed by President Truman, but Congress overrides.

Howard Coughlin challenges Paul Hutchings to the presidency at the Convention held in Chicago. C.H. Attebury of Tacoma challenges Howard Hicks. Delegates narrowly reelect Hutchings and Hicks. At that same convention, Marcel Francq of Montreal convinces the delegates of a need for a Canadian vice president, and Region V is created.

1948 OEIU Local 205 strikes the New York Stock Exchange, Curb Exchange and several brokerage houses.

Because of financial constraints, by local union referendum (the first ever conducted), it was decided to dispense with the 1948 convention.

Organizing: Gales Products Co. (Galesburg, IL, Local 221); Blue Cross (Newark, NJ, Local 32)

1949 Union holds its convention in St. Louis, MO. Lucien Bruneau of Local 191 becomes the first Canadian officer of the International Union.



1950 U.S. Army seizes all railroads on Truman's order to prevent a general strike. U.S. sends military advisers to Vietnam.

Organizing: Sandia Corporation in Albuquerque organizes August 30 under Local 251; gains first contract in 1951. Blue Cross (Buffalo, Local 212); Harry Stevens at Yankee Stadium (New York, Local 153).

1951 Julius and Ethel Rosenberg are sentenced to death for wartime espionage. Fighting ends in Korea. The Japanese Peace Treaty is signed.

The first written International Union contract is reached with the Tennessee Valley Authority.

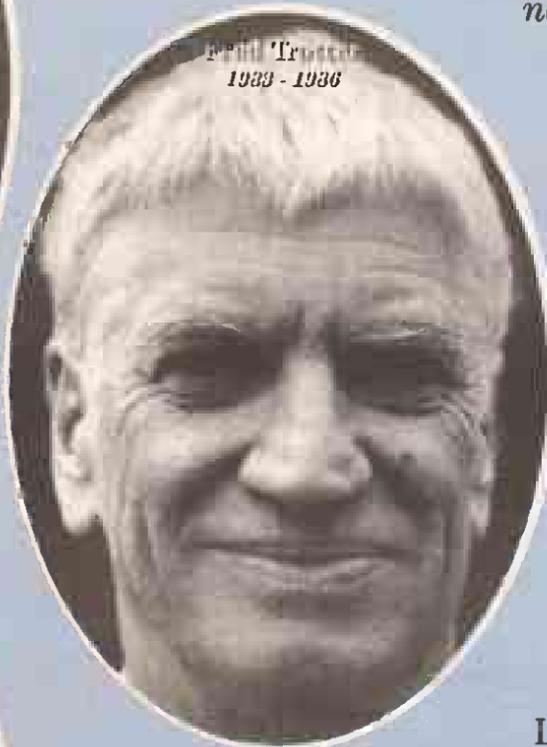
Canadian Directors

International Union convention held in Toronto, Ontario.

Organizing: Consolidated Vultee Aircraft; AG Spaulding (Chicopee, MA, Local 269); Blue Cross (Milwaukee, Local 9); 1300 administrative employees in the New York City hotels (Local 153); Maidenform (Bayonne, NJ, Local 20); St. Regis Paper and Consolidated Paper (Quebec, Local 265); Curtiss-Wright Propeller & Electronics (Patterson, NJ and Buffalo, NY); Twin Cities Arsenal (Minneapolis, Local 12); Lone Star Ordnance (Texarkana, TX)



Romeo Corbeil
1977 - 1989



Phil Trickett
1933 - 1936



Michel Roussseau
1986 - 1989



Anne Harvey
1989 - 1990



Michel Lajeunesse
1990 to the present

1952 Television transmission begins in Canada. U.S. seizure of the nation's steel mills is ordered by Truman to avert a strike; ruled illegal by the Supreme Court.

Education conferences are held to train local union staff and officers.

Organizing: City of Hope (Los Angeles, Local 30); Federal Cartridge (Minneapolis, Local 12); Southern Union Gas (Galveston, Local 27); Cutter Labs (Oakland, Local 29); Pantex atomic plant (Amarillo, Local 306); C.W. Sweeney Insurance Consultants (San Francisco, formerly Local 36); McKellar General Hospital (Ft. William, Ontario, Local 81); Pacific Intermountain Express (Oakland, Local 29)

Local 153 in New York City established the first local union defense fund in July.

1953 OEIU gains its first nationwide insurance contract with Insurance Co. of Texas Group (then Local 45).

Organizing: Day & Zimmerman (Texarkana TX, Local 303); B.C. Electric Co. on Victoria Island (affiliation, became Local 300); Kaiser Engineering (Hanford, WA, Local 100); CBS Studios (Local 174); Pacific Intermountain Express (Emeryville, Local 29); Navajo Freight Lines (Albuquerque, Local 251); Toledo Credit Bureau (Local 19)

At the June 1953 Convention in Cleveland, OH, Howard Coughlin is elected OEIU International President. Henderson B. Douglas becomes Director of Organization in August. And, the first of several organizing conferences begins. A major organizing offensive begins as well. Alastair MacArthur becomes the first full-time OEIU Canadian representative.

1954 Nautilus, the first atomic-powered submarine is launched in Groton, CT. Racial segregation in public schools is ruled unconstitutional by the U.S. Supreme Court.

The first *White Collar* is published.

Sarnia General Hospital (Sarnia, Ont., Local 347); and numerous paper companies in Canada and the U.S.

1957 U.S. Congress approves the first civil rights bill since Reconstruction to protect voting rights.

OEIU wins Supreme Court case guaranteeing the right to bargain on behalf of employees of labor unions in May. The case was argued by OEIU General Counsel Joseph Finley.

The 7th annual convention is held in Minneapolis, MN in June. The union membership passes the 50,000 mark. An International Union pension fund is created.

Organizing: Joy Manufacturing (Franklin, PA, Local 352); Brown Co. (Berlin, NH, Local 345); Cudahy Bros. Packing (Milwaukee, Local 9); Blue Cross (Milwaukee, Local 225); Remington Rand (Buffalo, Local 212)

1958 OEIU charts the Interpreters Guild in July/August. And Jimmy Hoffa, president of the International Brotherhood of Teamsters, writes to propose joint organizing campaigns.

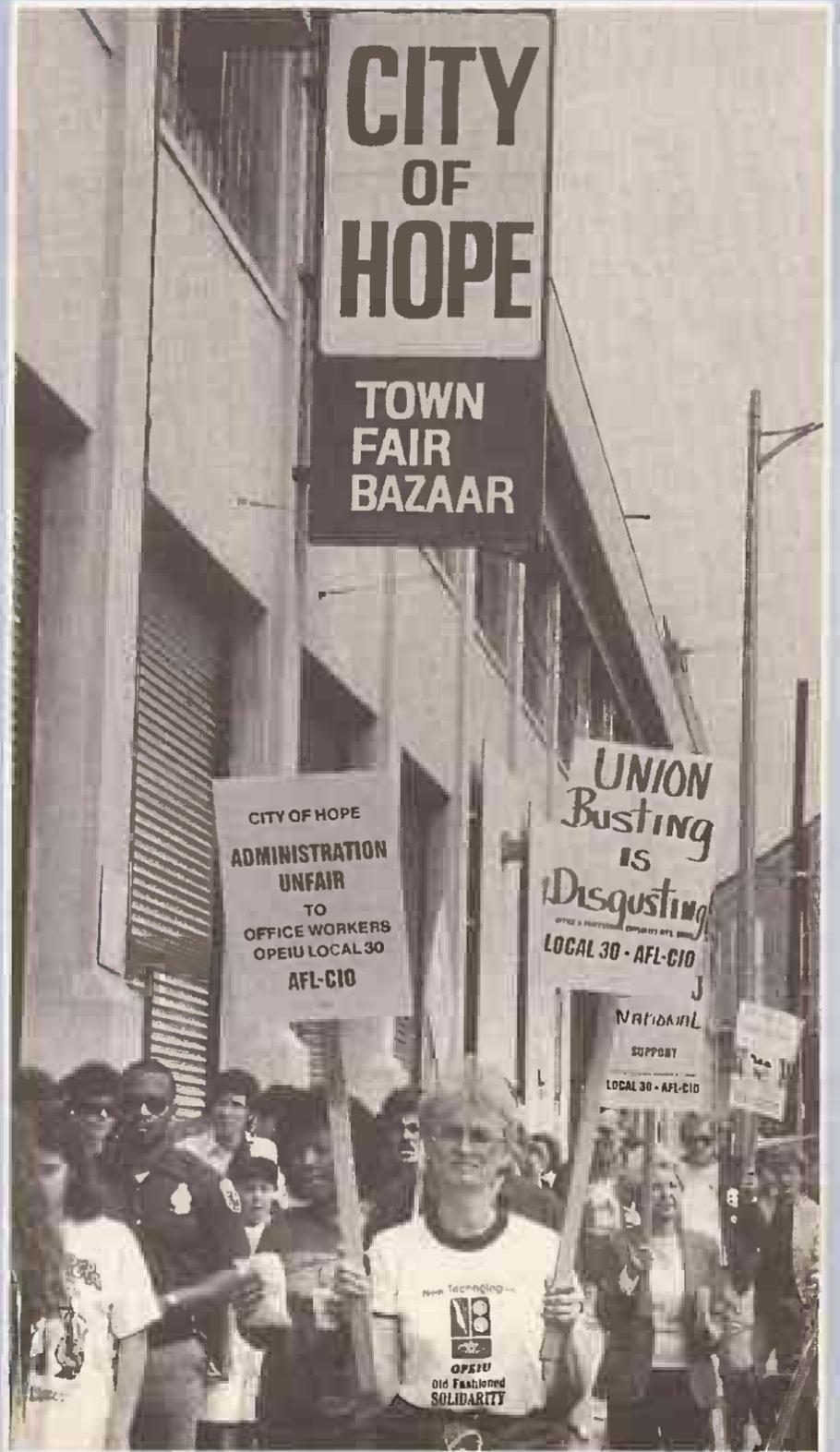
Canadian membership reaches the 5,000 mark.

Organizing: East Bronx and Brooklyn Medical Groups (New York, Local 153); five shipping companies (Local 153); the French Line's independent union also votes to affiliate with Local 153; Hunts Food (Fullerton, CA, Local 30)

1959 Alaska and Hawaii are admitted as the 49th and 50th states respectively.

The 8th OEIU Convention is held in Montreal, Quebec. The convention is changed to a triennial meeting, to be held every three years.

Organizing: East Nassau Medical Group, D.C. Andrews and Yonkers Raceway (New York, Local 153); Quebec



City of Hope, Los Angeles, California

Natural Gas Corp. (Quebec, Local 57); RCA Service Co. (Los Angeles, Local 174); International Paper (South Carolina, Local 233)

1960 Great hockey player Maurice "The Rocket" Richard of the Montreal Canadians retires.

Organizing: R. L. Polk Co. (Cincinnati, Local 375); Roosevelt University affiliates (Chicago, Local 391); Metropolitan Hospital and Clinics (Detroit, Local 42); three more shipping companies (New York, Local 153)

1961 The U.S. severs diplomatic and consular relations with Cuba. The "Invasion of the Bay of Pigs" to overthrow Castro



Depository Trust Co., Wall Street, New York

fails. Comdr. Alan Shepard mans the first U.S. sub-orbital space flight. The Berlin Wall is constructed.

The union's political action fund — Voice of the Electorate (VOTE) — is established.

Organizing: Detroit Federal Credit Union (Local 42); more shipping companies (Local 153); Blue Cross sales representatives (New York, Local 153); Mueller Co. (Chattanooga, TN, Local 179); Banco Obrero and Puerto Rican Industrial Development Co.

1962 *Lt. Col. John Glenn becomes the first American in orbit. The Cuban Missile Crisis results in Soviet missile withdrawal from Cuba after a U.S. quarantine of the island. Rachel Carson's Silent Spring launches the environment movement.*

The 9th OEIU convention is held in Kansas City. Former U.S. President Harry Truman addresses the delegates.

Organizing: B. C. Hydro (Local 378); Consolidated Freightways (Denver, Local 5); SeaLand (Puerto Rico); Saskatchewan Government Insurance affiliates (Regina, Local 397)

1963 *The Reverend Martin Luther King, Jr.'s famous "I have a dream" speech was delivered to nearly 500,000 demonstrators for equal rights in Washington, DC. President John F. Kennedy is assassinated in Dallas, TX. Lyndon Baines Johnson becomes President. Betty Friedan's Feminine Mystique ignites the women's movement. The 200 salespeople at Yellow Pages of Bell Canada join*



Electric Boat, Groton, Connecticut

OPEIU Local 57 (Montreal). This is the first CLC affiliate to win certification for a group at Bell.

Organizing: SeaLand (Oakland, Local 29); shipping (Local 153); Blue Cross (Montreal, Local 57)

1964 *Universal Old Age Pension adopted by Canadian Parliament. The omnibus civil rights bill passes, barring discrimination in jobs, public accommodations, etc. U.S. Congress passes the Tonkin Resolution authorizing Presidential action in Vietnam. Congress passes the War on Poverty.*

OEIU wages campaign for the four-day workweek.

Organizing: Standard Register (Philadelphia, Local 14); Midwest Manufacturing (Galesburg, IL, Local 221); San Diego Health Assn. (then Local 139); several bakeries and Bakke Steamship Co.



American Family Celebration, Washington, DC

(San Francisco, Local 3); Chicago Pneumatic Tool (Ft. Worth, Local 277); Riverview Hospital (Wisconsin Rapids, Local 95)

1965 *Malcolm X is shot and killed in New York City. Canada and U.S. sign the Auto Pact providing largely free trade in motor vehicles and parts.*

At the 10th convention in San Francisco, OEIU changes its name to Office and Professional Employees International Union (OPEIU). The delegates vote to create an International Union strike fund.

Quebec locals form the Eastern Canadian Council for organizing.

Organizing: Owens-Illinois Glass (Waco, Local 277); several credit unions (Detroit, Local 42); Inland Natural Gas Co. (Vancouver, Local 378); Picatinny Arsenal (Dover, NJ, then Local 142); several credit unions (Hamilton, Ont., Local 290); Ladish Co. (Kenosha, WI, Local 336); more hotels (New York, Local 153); medical technologists at various hospitals (Oakland, Local 29); Chicago Pneumatic (Franklin, PA, Local 352); R.L. Polk (Kansas City, Local 320); Grinnell Corp. (Portland, Local 11)



Bank of Washington, Washington, DC



Adelphi University, New York, New York



Societe Saint-Jean Baptiste, Montreal, Quebec

1966 OPEIU cited as leading Canadian white collar union.

Organizing: American Income Life Insurance (Waco, Local 277); Crittenton Hospital (Detroit, Local 417); Avis (Philadelphia, Local 14); Baton Rouge Water Works; Bristol Township schools (Bristol, PA, Local 426)

1967 *Canada celebrates its Centennial (100th) birthday.* Organizing: Montreal City & District Savings Bank (Quebec, Local 434); Hudson United Bank (Union City, NJ, Local 142); New York Hilton (Local 153); Continental Oil Co. (Ponca City, OK); Fordham University (New York, Local 153); Cowlitz General Hospital (Portland, Local 11)



Labor Day, San Francisco & Oakland, California

1968 *The "Tet Offensive" is launched as Communist troops attack Saigon. Martin Luther King, Jr. is assassinated in Memphis, TN. Robert F. Kennedy is shot and killed in Los Angeles, CA. Peace talks begin in Paris on Vietnam. Canada implements Medicare. British Columbia and Saskatchewan are*

the first provinces to join; all other provinces soon follow.

The union holds its convention in Philadelphia, PA. Arthur Lewandowski becomes Director of Organization.

Organizing: Canadian membership passes 11,000; Trust Co. of New Jersey (Local 142); American Linen Supply (Minneapolis, Local 12); R. L. Polk (Los Angeles, Local 30); Kaiser Medical (San Diego, Local 443)

1969 Neil Armstrong becomes the first man to set foot on the moon. The Woodstock rock festival draws more than 500,000. OPEIU International Executive Board creates the Henderson B. Douglas Award ("Doug



Trust Co. of New Jersey



Pennsylvania members lobby Washington, DC



Labor Day, Milwaukee, Wisconsin



Blue Cross members, Buffalo, New York



Canadian members, Ottawa

Letters to the Editor



The following responded vigorously to the editorial by President Michael Goodwin dealing with the new Congress. We reprint them here to give you the opposing position. Furthermore we invite any of our readers to send in their opinion, whether in support or opposition to our own. Debate is healthy and welcome in this union. Letters are edited for length only, not content. Anonymous letters will not be printed.

As the wife of a member of OPEIU, I find your article in the White Collar newsletter (#453) as a personal affront to the average middle class family.

How dare you assume that we would prefer Socialism to a Republic. How dare you presume that we are so uninformed or compliant that we do not see our taxes being wasted on social programs that are still failing after so many years of Liberalism.

Why will you not realize that the voice of America has spoken. No matter what your state of denial, "We have spoken."

Your reference to "1981" seems to be somewhat off the mark. I remember extra money in my husband's paycheck. For the first time since 1963 there was a little extra to buy sneakers or food for my four children. (Maybe an ice cream cone, too.)

The liberal excuse for this phenomenal change in government is that not enough liberals choose to vote.

If this is the truth, I suggest that you and your sophisticated friends get off your collective posteriors and vote in the next election, as did the unsophisticated Americans on November 8, 1994.

JANE A. PANZO
BROOKLYN, NEW YORK

Your article, "The New and Misdirected Congress" is dismaying to me. Don't you realize that many, many union members must have voted in the Republicans? That many, many union members don't see themselves as members of the "working class" — or of any other class, but as individuals?

Don't you realize that many, many union members do not see the world in terms of class warfare, and do not so much envy the rich (as you want them to) as want to be one of them — and, therefore, don't want to "soak the rich"? Beside, who but the rich can afford to hire us or buy our products or services?

You even impugn the motives of anyone who disagrees with you. Some of us who care very much about health care did not want the Clinton plan for that very reason — and resent your using the dollars you extort from us as the price of keeping our jobs for working toward political purposes we don't agree with.

How many members of the working class qualify for estate tax exemptions

of \$600,000 to \$750,000? More than you might think? And what is the point of our working hard and bettering ourselves if we are to be denied the right to leave it to our children?

DIANA AMSDEN
SANTEE, CALIFORNIA

[We add only in reference to this last letter that no union dues are used for political purposes, for which members agree or disagree. Rather OPEIU members voluntarily contribute additional monies to the Voice of the Electorate, our political action fund, which is used for those purposes.]

Poetry — We Are the Union

I am submitting a poem I wrote upon the retirement of a coworker who had worked over 35 years in the labor movement.

We are you, the fallen, the downtrodden, "leftovers" that no one cares about.

We are with you in the deepest mine shafts in Virginia, Pennsylvania, and any place where miners put their lives on the line everyday.

We are with you on the tall skyscrapers, building human-kind's dreams in the clouds. We are with you fighting the fires, protecting the streets, while putting others safety before your own.

We are with you in the hospitals, the plants, the factories. We are with you in the offices where daily drudgery turns to gold, helping to defend workers' rights with dignity and self respect.

We are with you at the switchboards where midnight calls help to save a life.

We are with you in the fields where the hot sun burns and hard work takes its physical toll, to keep a hungry nation fed.

Anywhere and everywhere you are us and we are you. From the third world countries where martyrdom is common among those brave souls trying to get out the message, to all nations and countries where no one speaks for you. We are the heroes and heroines of yesterday, today and tomorrow. We are there.

We are the union!!!

JANET C. PLUNKETT
TUCSON, AZ

Two OPEIU Families Hit by OK City Tragic Bombing; Union Offers Aid

Following the tragic bombing in Oklahoma City which broke the heart of an entire nation, OPEIU has learned that two OPEIU Local 381 families were directly affected. Valerie Koelsch is dead. Donnel Bret Lewis is temporarily homeless.

"We are left trying to understand why she was killed and his home destroyed. Like the whole country, we can't help asking 'why?'" said OPEIU International President Michael Goodwin.

Goodwin said that the prayers of the union go out to these two families, as he offered a \$2,500 relief fund contribution to each of them. "This cannot possibly ease the pain of their loss, but it might help in a small way to assist in funeral arrangements, rebuilding, or wherever it is needed."

In a spirit of love and compassion, the family of Donnel Bret Lewis asked that the International Union give their share to the family of Valerie Koelsch. "Thanks to God, we have our lives. We've only lost our home, not someone we love." But Valerie Koelsch's parents Joe and Rosemary Koelsch wouldn't hear of it. They said Donnel would need the money to rebuild what he lost.

Valerie Koelsch

The body of Valerie Koelsch, 33, marketing representative of the Fed-



Valerie Koelsch

eral Employees Credit Union the past 11 years, was identified April 27, 1995. Koelsch had been missing since April 19, the day of the bombing tragedy at the Alfred P. Murrah Federal Building in Oklahoma City. She was the niece of OPEIU Local 381 Trustee Martha Miller and cousin of Member Cathy Walker.

She was a graduate of Oklahoma State University with a degree in marketing and an avid fan of the OSU Cowboys. She was described as a "lover of life", always smiling and joking. She also was an active member of St. Patrick's Catholic Church all of her life.

Valerie came from a strong union family. Her grandfather was a member of the Sheet Metal Workers Union Local 124 for over 38 years. Her dad is past president and 40-year member of Local 124 and is currently chairman of the board of the Oklahoma City IBEW Federal Credit Union.

Like her dad, she was dedicated to the credit union movement. Her mother Rosemary is a member of the Oklahoma Education Association, and her brother is a business representative for the Operating Engineers Local 627. She herself was a member of IBEW Local 1141. She also had another brother and one sister, four nieces and a nephew.

Donnel Bret Lewis

Donnel Bret Lewis, 28, received injuries, personal losses and displacement from his home at the Regency Towers Apartments as a result of the blast. The apartment building is directly across from the federal building.

Lewis was treated for his injuries and released. He is the cousin of OPEIU Local 381 Vice President Debra Graumann and nephew of the local's past president and member Johnnie Wilson.

He is a student at Rose State College in Midwest City, Oklahoma, and an employee of the Eagles Nest Restaurant in Oklahoma City.

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Official Organ of
OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION
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MICHAEL GOODWIN
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Award") to be given annually to that individual or local union organizing the most new members.

Organizing: Lakehead University (Lakehead, Ont, Local 81); Purolator (Toronto, Local 131); U.S. and Canadian paper companies; Institute for the Blind (Regina, Sask., Local 397)

1970 *U.S. forces enter Cambodia. Students are killed by troops at Kent State while protesting the war. The first two women generals are named by President Richard Nixon.*

Organizing: Stelco Credit Union (Toronto, Local 343); Northwest Natural Gas Co.



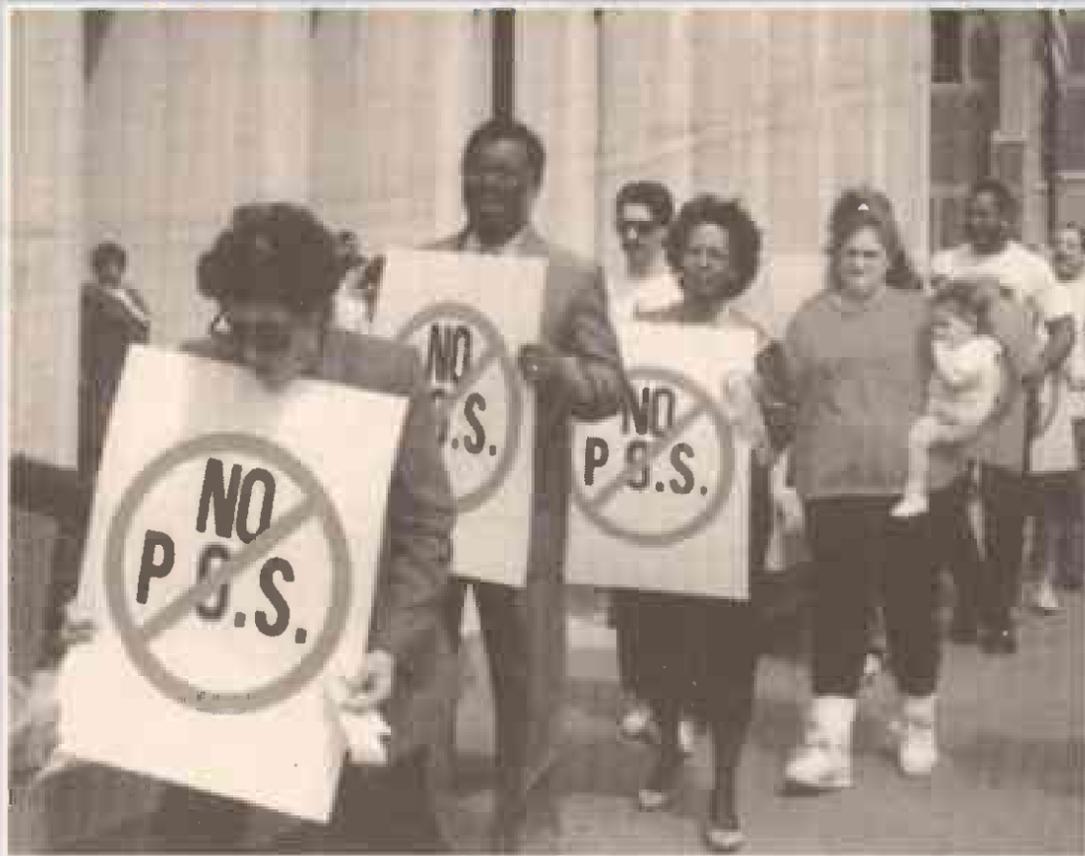
Consolidated Freightways, Portland, Oregon



Tele-Direct Marketing, Montreal, Quebec

(Portland, Local 11); Central Nassau Medical Group (New York, Local 153); Savannah Electric Power & Gas; Centerville Clinics (Pennsylvania); Group Health Association (Washington, DC, Local 2); Springhill Bank & Trust Co. (Springhill, LA, Local 411); Blue Cross (Milwaukee, Local 9)

1971 *The U.S. voting age is lowered to 18. OPEIU holds its convention in Miami. A committee is appointed to study strengthening Canadian autonomy and representation. Organizing: City of Ellensburg (Seattle, Local 8); Clark Country, WA (Local 11)*



Blue Cross-Blue Shield, Newark, New Jersey

1972 *Nixon visits China and begins normalization of relations. The Equal Rights Amendment is approved by the Senate and sent to the states for ratification. U.S. troops leave Vietnam. Nixon makes the first U.S. Presidential visit to Moscow, gaining a strategic arms pact. The Watergate burglars are arrested.*

Associated Unions of America (AUA), an independent union representing 3,000 office, technical and clerical employees (Northwest Mutual Life Insurance, Cutler Hammer, Ladish, etc.), merges with OPEIU.

Organizing: Long Island University, Brooklyn (Local 153); school boards and districts and Caisse Populaire, St Gregoire (Montreal, Local 57); Blue Shield (San Francisco, Local 3); San Francisco Museum of Art (Local 3); National Bank of Washington (Local 2); Brooklyn Polytechnic University (Local

153); Long Island University, Southampton (Local 153); Brownsville General Hospital (Centerville, PA, Local 457); Victoria Hospital (London, Ont, Local 468); Community Health Care Center (New Haven, CT)

1973 *In Roe v. Wade the U.S. Supreme Court rules that abortion is legal. The Vietnam peace pact is signed. North Vietnam releases the first prisoners. The end of the U.S. military draft is announced.*

Hypnotists Local 469 chartered in Pittsburgh, PA.

Organizing: Pacific School of Dentistry (San Francisco, Local 3); several school boards (Montreal, Local 57); Pratt Institute (New York, Local 153); security guards in New York City's hotels (Local 153); Clark Steamship Co. (Montreal, Local 57); University of San Francisco (Local 3)

1974 *Impeachment hearings open against President Nixon. Nixon resigns. President Gerald Ford gives Nixon an unconditional pardon.*

The Union's convention takes place in Miami Beach. Romeo Corbeil is elected Canadian Director of the International Union.

Organizing: Muskegon Heights Board of Education (Local 353); Delaware Housing Authority (Local 14); Tacoma Housing Authority (Local 23); Hypnotists Local (Philadelphia, Local 476); University of Southern California Central Library System (Local 30); school districts (Locals 12 and 39); Kimberly Credit Union (Vancouver, Local 15); Camas police and city employees (Portland, Local 11); Hofstra University (New York, Local 153); Clark County sheriffs (Local 11); Sydenham District Hospital (Sarnia, Ont, Local 347); Insurance Corp. of B.C. (Local 378)

1975 *U.S. civilians evacuated from Saigon.*

Organizing: Detroit Osteopathic Hospital (Local 417); Teachers Credit Union (Memphis, Local 367); Richland Police Dept. and Ft. Vancouver Regional Library (Portland, Local 11); National Council of Senior Citizens (Local 2)

**Secretary
Treasurers**



J. Howard Hicks
1945 - 1973



William Lowe
1973 - 1983



Romeo Corbeil
1983 - 1986



Gilles Beauregard
1986 - present



Roosevelt University, Chicago, Illinois



American Income Life Insurance, Waco, Texas

1976 *The U.S. celebrates its Bicentennial (200th) Birthday. Parti Quebecois wins majority of seats in the provincial parliament and raises possibility of Quebec secession from Canada. CLC Day-of-the-Protest against wage controls is supported by more than one million trade unionists in Canada. OPEIU membership support is very strong.*

New York's Local 205 — the Wall St. local — merges with Local 153.

Organizing: Western Clinic (Tacoma, Local 23); Spring Lake Park Special District (Local 12); C.W. Post campus of Long Island University (Local 153)

1977 *The 14th OPEIU Convention takes place in Los Angeles. Voice of the Electorate President's 100 Club is launched — composed of those members, staff and officers who contribute \$100 or more annually to the union's political action fund.*

U.S. court rules that the General Dynamics plant in Ft. Worth, Texas is a "federal enclave." That means that federal law supercedes the state's right-to-work law, and Local 277 can negotiate agency shop.

Organizing: Shamania County employees (Portland, Local 11); Blue Shield (Milwaukee, Local 9); Seton Hall University (New York, Local 153); Blue Cross (Oakland, CA, Local 29)



Solidarity Day I, Washington, DC



Solidarity Day II, Washington, DC

1978 *The U.S. Senate votes to turn over the Panama Canal in 1999. The longest coal strike in U.S. history ends on the 110th day.*

Organizing: Caisse Populaire offices (Montreal, Local 57); Oberlin College (Local 502); Ocean County, NJ (Local 14); Georgetown University Community Health Plan (Local 2); Group Health Association of Northeast Minnesota (Local 12); Bank of Nova Scotia (Vancouver, Local 15)

1979 *The first major nuclear reactor accident occurs at Three Mile Island.*

First convention of Canadian division of OPEIU is held in Ottawa. Delegates establish the Canadian Consultative Committee to assist the Vice Presidents. Howard Coughlin retires and the union's executive board elects John Kelly International President.

Organizing: Group Health Insurance, Florida (Local 153); Wesleyan University (Local 153); Saginaw, MI County employees; East Tennessee Baptist Hospital (Knoxville, Local 475); American Red Cross (Lansing, MI, Local 459); Passaic County employees (Local 153); Lafayette College (Philadelphia, Local 14)

1980 *Ronald Reagan is elected U.S. President. A gunman shoots and kills John Lennon in New York City.*

OPEIU holds its 15th Convention in New York City. John Kelly is elected International President by the delegates. OPEIU membership reaches 125,000.

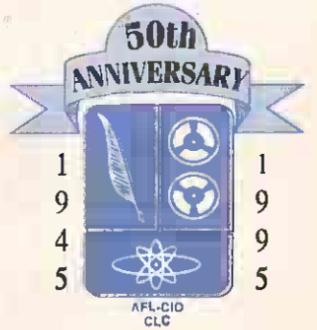
Delegates of Convention adopt a resolution thanking Canada for sheltering six Americans and saving their lives in Tehran, Iran (1979).

The struggle continues ...

Personal Memories

Early-Day Struggles of OPEIU

by Joseph E. Finley



In the first few years of our existence as an International Union, the OPEIU, known in those days as Office Employees International Union (with the one "e" in the word "employees", causing almost everyone to misspell our name), was unfortunately known more for representing employees of labor unions than for people working in the general sector.



A young Joe Finley testifies on behalf of OPEIU before the U.S. Congress Subcommittee investigating the National Labor Relations Board in Washington, D.C.

I began doing legal work for us in early 1951, less than six years after our founding. Our first president, Paul Hutchings, as did those who followed, desperately wanted to broaden our scope. The executive board in those early years was made up primarily of our founding leaders, and I became good friends with many of them. But money, with a low dues and per capita rate, was always a problem. So we had to rely on a limited staff and volunteers.

My first big legal case came in 1952 in a hearing in San Francisco before the National Labor Relations Board where we were trying to organize clericals in shipping firms. President Hutchings said he couldn't afford to send me across the country, but he could-

n't afford not to take the chance of spreading our membership.

There was a fierce employer resistance in the case. The bad news was that we lost the election by a narrow vote, which happened all too often.

By 1953 the dynamic young Howard Coughlin from New York, pledging to increase our membership, was elected as our second president, a position he held for 26 years. He named me as general counsel. We went on to fight legal and organizing battles, bringing more members into the union. Then the NLRB in 1955 dealt a mighty blow to us.

The Board ruled, in a case coming out of Local 11 in Portland, that it would not take jurisdiction over labor unions when they were acting as employers. Howard Coughlin was crestfallen. "This case will ruin us," he told me. "We still have a large membership working for unions. If unions can commit unfair labor practices against us and refuse to recognize us when we fight for our members, then we will have very little left."

He told me to fight on. We appealed the NLRB decision to the U.S. Court of Appeals in Washington, where a 2-to-1 majority upheld the NLRB, saying

the Board did not have to take jurisdiction over labor union employers.

I felt like crying when I called Howard to tell him of the bad court ruling. "What can we do now?" he asked. "We can try the Supreme Court, which is all that is left," I told him. "Go ahead. We've got to do it," he said.

The Supreme Court granted our petition and set the case down for argument. By a 9-to-0 decision in 1957, it held that the NLRB was wrong to refuse jurisdiction and that it had to hear our case. This was a tremendous victory not only for us, but for many other unions as well who were fighting against limits on NLRB jurisdiction. This case stabilized our union and allowed us to go ahead with other gains and growth in the private sector. It put us on the way to become the union that we are today.



OPEIU Secretary-Treasurer Howard Hicks raises General Counsel Joseph Finley's hand in a sign of victory after the U.S. Supreme Court ruled in OPEIU's favor and overturned NLRB refusal to assume jurisdiction over labor unions.

After that, we added the work "professional" to our name by convention action and corrected the woe-begone spelling of "employees" to become thoroughly modern.

There were many other historic victories along the way, as our board and field staff fought relentlessly to service our contracts and add new units wherever possible.

But the struggles of the early years were epitomized by our late Vice President Frank Morton, who when traveling for the union would ask for a hotel room next to the elevator because it cost less. When he came into a city on union business, Frank would go into

the nearest working union office and sweet-talk the secretary into doing free typing so he could save more OPEIU money. He walked picket lines in freezing winter in Upstate New York and fought repeated battles to save our locals in the South and Southwest, all as one of our true pioneers. I wish there were many more like Frank.

I had the wonderful good fortune as your lawyer to participate in many of those struggles with Frank, George Firth, Oscar Bloodworth, Art Lewandowski, John Kinnick, and many others. All of these have become beautiful lifetime memories I often relive in my own retirement years.



In an OPEIU training seminar, Joseph Finley, Esq., leads delegates in a discussion of labor law. With him (left-to-right) at the dais, are Director of Organization Henderson B. Douglas and Secretary Dorothy Kroeber.



At the 1992 Convention, OPEIU General Counsel Joe Finley is moved by testimonials and an award presentation on his behalf, following his announcement of impending retirement.

Staff in the Office of the Secretary-Treasurer

Continued from page 8



Tina Hester, Audit Clerk II, 1988 to the present.



Mary Foki, Senior Audit Clerk, 1969 to the present.



Barbara Devine, Receptionist, 1982 to the present.



Fred Toles, Purchasing Agent, 1968 to the present.

No photo was available for Sandra Rose, who has worked for the union since 1962, is Coordinator of our pension fund and VOTE program.

Office of the President

Jay Porcaro

As the new Director of Organization, Porcaro was recently introduced to members in these pages. His long history with and dedication to OPEIU are equal to his expertise and energy. We reprint here a portion of that former article.

During his OPEIU career, Porcaro has been involved with campaigns bringing several thousands of new members into the union — the largest of which was the merger of a 2,100 member independent union in the Milwaukee area, the Associated Unions of America.

Porcaro began his career with OPEIU as a business representative for Local 388 in Cincinnati, Ohio — his home town. Previous to that, however, he earned his

commercial art degree and worked as a music teacher.

In 1969 OPEIU International President Howard Coughlin hired him on the International staff and assigned him to the Milwaukee area, where he won the first of three Henderson B. Douglas Awards. The "Doug Award" is the union's highest award for organizing successes. It is awarded each year to the representative, local officer or local union organizing the most new members into the union.

In the mid-seventies President Coughlin brought Porcaro to the New York area to serve as assistant to then Director of Organization Art Lewandowski. In 1979 he returned to the Midwest, this time to Cleveland, to work as a servicing and organizing representative. There he helped establish and coordinate the successful Tri-State Organizing Council. He has served as International Representative ever since.

He and his wife Teresa have two children, Jim, 22, and Michelle, 27, both of whom live in Ohio.

Gwen Wells

Gwen Wells was born and grew up in Texas. She moved to New York specifically to work for the labor movement, by way of Cornell University where she acquired a Masters of Industrial and Labor Relations.

Her interest in workers' representation began at the University of Texas in Austin, where she worked, helped to organize for the American Federation of Teachers, and became a local union vice president.

Since joining the OPEIU International Staff in 1979, she has revamped the Research & Education Departments, increasing resources, redesigned education programs, producing new publications (for example, Research News, the daily Convention newsletter and "Welcome to OPEIU"), improved and expanded the

Of course, Michael Goodwin needs no introduction, although the staff of his office might.

All research, education, communications, organizing and bargaining, legal and constitutional analysis work takes place in the New York office.

Since it is the office of the President, all final decisions are made on strikes, policy setting, legislation, political candidates, relations with other unions, and much, too much, more to detail here.

union's newspaper White Collar.

Wells represents the members of OPEIU as National Vice President of the Coalition of Labor Union Women; Board of Directors of the National Committee on Pay Equity; Executive Board, Metro Labor Press Association; Advisory Board, New York State School of Industrial and Labor Relations, Cornell University; Member, AFL-CIO Standing Committee on Education. Currently she is also studying alcohol and drug abuse counseling at Marymount College and hopes to assist OPEIU employee assistance programs.

For some time she has participated in the Big Sisters program and spends much time with her small friend, 10-year old Janina Rivera. They enjoy biking, swimming, skating, reading, museums, movies and the theater.



Jay Porcaro, Director of Organization



Gwen Wells, Research & Education Director

Administrative Staff

The administrative staff in the Office of the President makes sure that everything runs smoothly, helps answers member in-

quiries, assists on research, organizes and maintains records, and far more.



Colleen Pederson, Administrative Assistant to the International President.



Victoria Tirado-Roman, Administrative Assistant to the International Research and Education Director; Business Representative, Local 153.



Beth Bauman, Administrative Assistant to the International Director of Organization.

International Representatives and Organizers

International Representatives and Organizers — the field staff — often spend up to seven days a week servicing the members of OPEIU. They frequently travel from state to state to negotiate contracts, argue arbitration cases and board hearings,

lobby and work on legislative campaigns, and organize new members into local unions. They serve as the front line for the International Union, liaison to local unions and members. They are typically dedicated hard workers.



Bill Kirby

Kirby is a native of Dallas, Texas, who enlisted in the U.S. Navy straight out of high school. He served on an organizing committee in Dallas. He became a departmental steward after the election victory and was elected chairman of the grievance committee.

The 700-member bargaining unit elected Kirby their local union president; he served several terms.

He took a three-year leave of absence to work on the Texas organizing program of the AFL-CIO Industrial Union Department.

He returned as both chairman of the grievance committee and local union president, but was eventually hired as OPEIU International Representative in April 1976. He is now the most senior representative on the staff.



Faye Orr

The Council of the Tennessee Valley Authority/OPEIU hired Faye Orr in January 1977. When the Council abolished in 1982, she worked for OPEIU Locals 273 and 119 in Tennessee until June 1984, when she was hired by the International Union as a representative. Since then she has assisted locals throughout Region III (the southeastern United States) in servicing members and administering collective bargaining agreements.

Orr has also served as president of OPEIU Local 179 since 1989; vice president of the Tennessee AFL-CIO since 1986; and chairperson of the Salary Policy Employee Panel, which negotiates for the thousands of white collar employees of TVA since March 1988.



Don Wright

Don Wright, International Representative, was born in San Antonio and grew up in Fort Worth, Texas. He graduated high school and attended Texas Wesleyan University.

While working at the General Dynamics plant making the F-16 fighter planes — now Lockheed — he became an OPEIU Local 277 member and shop steward. In 1977 he went to work for the local union as business representative and later served as its president.

Wright has been employed by OPEIU, the local or International Union, for approximately 18 years.

He has been married to Carol Wright for 4 years and has two sons — Brad, 28, and Bryan, 26 — by a previous marriage.



Patricia Priloh

Pat Priloh graduated from the Saint Francis Hospital School of Nursing in Pittsburgh, Pennsylvania, in 1958.

She has been a member of OPEIU Local 457 in Centerville, Pennsylvania, since 1970, serving as local union president since 1982. Local 457 represents health care workers primarily.

Priloh has worked on various organizing drives for registered nurses before and after becoming an International Representative in September 1983.

She is married to Dennis (since 1994), the mother of three daughters — Kathleen, Tana and Terri — and grandmother to four granddaughters and two grandsons.

International Representatives and Organizers



Chuck McDermott

Charles B. "Chuck" McDermott joined the International Staff in 1985. A Vietnam veteran, he received his RN (registered nurse) diploma from St. Vincent Hospital and his BSN (bachelor of science in nursing) from Worcester State College.

As a former local president for 700 registered nurses with the Massachusetts Nurses Association, McDermott compares union representation of members to that of treating the whole patient and not just the illness.

Presently he serves the New England region. In his off-hours he enjoys scuba diving, fishing, golf and remodeling his home in Northborough, Massachusetts.



Stephen Hunt

Stephen Hunt has worked for the International Union off and on since 1985, first as a Project Organizer and now as a Business Representative.

Before joining OPEIU he worked as an organizer or business agent for other unions, including the Teamsters and IUE.

Hunt attended Merrimac College and the University of Massachusetts. He graduated from UMass with a Bachelor of Arts in English Literature. And he worked as a veterans benefits counselor for the Veterans Administration in Hartford, Connecticut.

He is married with a six-year old daughter.



Donna Shaffer

Donna Shaffer began her career in the labor movement in May 1978 when she became an OPEIU member in Phoenix, Arizona. In 1981 she served as the Recording Secretary for Local 56 and in 1986 became a dedicated volunteer organizer. The International Union hired her as an Organizer in May 1988.

Shaffer has since organized across the United States in various campaigns, but she is "especially fond of organizing workers in the health care industry as the need is so great in this field.

She is married to Lamar Shaffer and has a 26-year old daughter Christina, a 23-year old son Scott, a 19-year old son Dan and a granddaughter Jordan.



Ron Hutson

Ron Hutson previously worked as a dock worker and served as chief shop steward. He worked for the Tennessee Valley Authority as a supply clerk and as supervisor/administrator, was elected steward for OPEIU Local 119 in 1986.

He was hired by the International Union in 1989 as Special Project Organizer for internal membership recruitment for Locals 119 and 268. The union promoted him to Organizer in 1990, then to International Representative in 1991.

Currently he is immersed in organizing public sector employees in Florida and was a major participant in one of the largest organizing victories in the country — the 1,100 new professionals from Dade County.



Bob Simmons

Bob Simmons was born in Watertown, New York, and grew up in Livonia, Michigan and Muncie, Indiana. He joined the U.S. Army after graduating from Yorktown High School in Muncie. He was then able to attend and graduate from Jackson Community College on the G.I. Bill.

He worked for the U.S. Postal Service as a letter carrier, then for the State of Michigan, Department of Corrections. While at the latter, he joined OPEIU Local 524, Michigan Corrections Supervisors Union.

The International Union hired Simmons as an International Representative in May 1989.



James Noone

James Noone was born in the Bronx, New York. He has actively supported progressive causes since he was in high school.

Upon graduation in 1990, he worked as project coordinator for the New York Public Interest Research Group, a Ralph Nader-inspired good government and consumer advocacy organization. He also taught Organizing in the Public Interest at Queens College, CUNY.

Noone was hired as an International Organizer for OPEIU in 1991. In the past year working with Dale Badoud, he "was graced with three organizing victories in a row." He and Badoud were also active as labor liaisons in Senator Edward Kennedy's hard-fought reelection campaign.



Bonnie Strauss

Bonnie Strauss is an International Representative for Region VII in the Midwest.

Previous to joining the international staff, she was a social worker, active in her union (OPEIU Local 35) as a chief steward and executive board member. During that time, she attended night school and obtained a business data processing degree.

She recalls that her first experience on a picket line was with her parents who were dairy farmers and belonged to the radical National Farmers Organization in the 1960s.

She remains active in consumer advocacy. She is vice president of the Citizens Utility Board, a statewide organization devoted to ensuring fair and environmentally sound utility practices for Wisconsin consumers.



Jeff Rusich

Jeff Rusich began his work and labor career as a member of the Cabinetmakers for 10 years; he completed an apprenticeship with them.

He also served 10 years as an OPEIU member, 5 years as a local executive board member and chief steward. He has now worked 4 years as an International Organizer.

At one time he worked as a phone counselor and community educator for 5 years at a crisis and suicide agency in California. Rusich has also worked on various grassroots campaigns, including working to defeat a measure to increase residential growth in his local community.

He's married to Patricia Mitchell Rusich.

International Representatives and Organizers

Dale Badoud (photo unavailable)

Dale Badoud continues a family tradition of union organizing and collective bargaining. His grandfather organized for the United Mine Workers of America in the 1930s and 40s, while his father John Badoud served as Secretary-Treasurer for the Allied and Technical Workers during the 50s, 60s and 70s.

As a third generation unionist, Badoud has assisted OPEIU in servicing and organizing throughout the U.S. but has concentrated in the Northeast. As he says, "Whether it's helping a local union finalize a contract or running the highways to bring collective bargaining to the unorganized, I am willing to help."

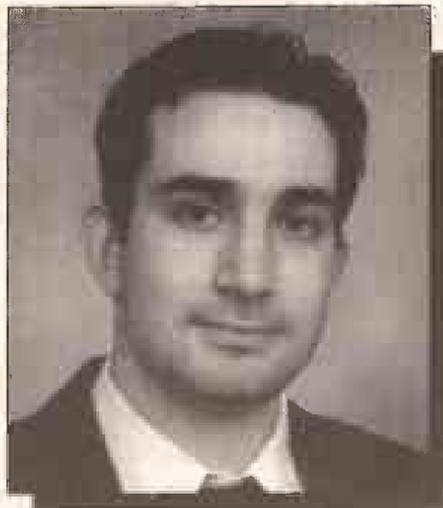


Vincent Menditto

Vincent Menditto became an OPEIU Special Project Organizer in March 1994. As a Florida International University alumnus, Menditto holds a Bachelor of Arts Degrees in liberal studies with a professional certificate in labor studies and labor relations.

While attending school, Menditto was a volunteer organizer for "Kids Voting Florida", a non-profit organization; active in Frontlash, the AFL-CIO's youth program; and delegate at the State Democratic Convention.

He says the Menditto family has been involved in union leadership roles for over 25 years. His dad, Robert Menditto, held office in the Hotel Employees Restaurant Employees Local 355 in Miami.



John Lynch

John Lynch was born in Milford, Connecticut. He is proud to be "the son of Sarah, a store cashier and UFCW member, and John, a head greenskeeper at a Connecticut country club.

He attended Rutgers University majoring in political science, minoring in labor studies. There, Lynch says, he "learned the vital role that labor unions play in this country."

It was at that time, too, that he volunteered to assist OPEIU Local 153 on an organizing campaign in New Jersey. The summer of 1993 he began an internship with the local and soon after was hired as an Organizer for the International Union.

Robert Garvin (photo unavailable)

Following his college education, Robert Garvin served in the Air Force. He, in fact, has served 15 years in the Michigan Air National Guard.

Over the past 10 years Garvin has worked for the United Auto Workers, where he has always been an active union member. He is currently on leave and working for OPEIU Local 40. There he is representing members in contract negotiations and administration, as well as organizing. Most recently he organized the 360 registered nurses at Mount Clemens General Hospital. He plans to organize more Detroit area hospitals in the near future.

Garvin is married to the former Regina Ann Bruglio and has two children: Jesika Ann-Marie, 3, and Anthony Robert, 7 weeks.

Melvin Schwarzwald Takes Over as General Counsel

Melvin S. Schwarzwald, Esq., has joined OPEIU as its General Counsel, following the retirement of long-time Counsel Joseph Finley. Schwarzwald said of Finley, "He was my mentor. . . . We worked closely from 1962 until 1971 when he left Cleveland. During that time, I assisted Joe in his representation of the International Union and numerous OPEIU locals. . . . One of the things Joe and I did in those early years was be part of the legal team representing plaintiffs supported by the NAACP in what was the first Cleveland School desegregation case . . ."

Schwarzwald is a principal and the president of Schwarzwald & Rock, a legal professional association in Cleveland, Ohio. He specializes in representing unions and unorganized workers in both the public and private sectors. He also represents jointly administered pension and health and welfare funds.

He received his A.B. degree from Harvard College in 1959 and his J.D. degree from Harvard Law School in 1962.

Schwarzwald has concentrated in labor law since his admission to the Ohio Bar in 1962. In addition to being admitted to practice before all Ohio courts, he practices before numerous federal courts, including the U.S. Supreme Court.

He has taught public employee labor law at the Case Western Reserve University Law School and is in frequent demand as a speaker at meetings and seminars throughout the United States.



Robert McGlotten Joins OPEIU as Lobbyist

"OPEIU is very proud that Robert McGlotten will be working with us on legislative issues," announced OPEIU International President Michael Goodwin. Goodwin said that McGlotten will be working as a consultant and part-time lobbyist for the union.

Robert McGlotten is well known and respected in legislative, political and labor union circles. "His background is varied and impressive. We, therefore, are very lucky that he will be working with us," Goodwin added.

McGlotten was appointed AFL-CIO Legislative Director in 1986 by President Lane Kirkland. As Director he oversees an eight member staff of professional legislative repre-

sentatives presenting the views of American labor to the U.S. Congress.

He served that same department as assistant director from 1980 to 1986 and as an AFL-CIO legislative representative from 1974 to 1980.

In 1967 he joined the AFL-CIO Department of Civil Rights and has served the federation in a variety of positions since. He also was assigned to serve in the U.S. Department of Labor as Special Assistant to Secretary of Labor Peter J. Brennan in early 1973.

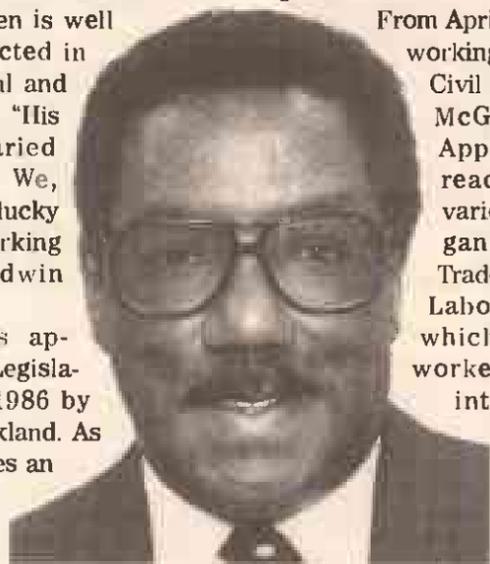
From June 1970 to March 1972, Me-

Glotten was Executive Director of the Human Resources Development Institute, AFL-CIO. In that position he directed a field staff of AFL-CIO employment and training specialists in 50 cities and 30 states seeking to increase union involvement in such programs.

From April 1967 to June 1970, working with the AFL-CIO Civil Rights Department, McGlotten negotiated Apprenticeship Outreach contracts with various community organizations, Building Trades Councils and the Labor Department in which 6,500 minority workers were brought into apprenticeship programs of the building and construction trades unions.

McGlotten is a member and former staff representative for the Transport Workers Union. His tenure in the labor movement has included assignments with the American Federation of Teachers and the United Steelworkers of America. He attended the University of Pennsylvania and St. Joseph's College for Industrial and Labor Management. He served in the U.S. Army and is married to the former Cheryl Goode.

He has received numerous awards from labor, business and civil rights organizations.



Celebrating 50 Years of Solidarity

1995 Brings Many Organizing Successes

OPEIU Takes the Lead

County Judicial Workers Now Employed by the State of N.J.

A little more than two years after voters approved the action, with OPEIU playing a major leadership role, the State of New Jersey became the employer of court workers formerly employed by the counties, effective January 1, 1995.

OPEIU, under the supervision of International Vice President Patrick Tully, took an early, active role overseeing the transition of its judicial members from county to state employment with wages and benefits intact. Local 32 also launched a highly successful organizing campaign to bring its union family of judicial workers to over 1,000 in eight counties.

By the end of 1994, Local 32 represented judicial employees in the Counties of Bergen, Essex, Ocean, Union, Hudson, Morris and Camden. In addition, Local 153 represents court employees in Passaic County, making OPEIU a key player in the upcoming State judicial negotiations.

Tully said that Local 32's main emphasis was in the clerical and court

clerk areas, with these new members soon to be part of the statewide bargaining units. Negotiations for these contracts will begin soon.

A significant portion of this organizing campaign, however, included 150 official court reporters who currently have the only statewide labor agreement. The court reporters, Tully continued, are part of the transition from county employment but were so impressed by Local 32's track record in the judiciary, they voted in the Fall 1994 to affiliate their independent association with OPEIU.

Tully designated Assistant Business Manager Lois Cuccinello as the Local 32 representative on the labor alliance formed by the six AFL-CIO unions and the many independent groups that represent judicial workers. Cuccinello was elected co-chair of the labor alliance and was then selected to represent OPEIU on the Unification Committee which worked with court management personnel on legislation to protect employees' benefits and working conditions.

Jack Horner Retires After 25 Years as Local 11 President

Local 11 threw an open-house/reception to honor Jack Horner on December 7, 1994. Horner dedicated the last 25 years to serving Local 11 members as their president, announced International President Gary Kirkland. He said Horner officially retired from the presidency on December 7, and from his job at Consolidated Freightways on January 13, 1995, with 36 years of service.

Horner was hired at Consolidated in January 1959. He was offered two positions and took the union job "mostly because it paid more." The

union was so low-key is those days, Horner said, that it was eight months before anyone approached him. They said not only was he in the union but he owed eight months back dues plus his initiation fee.

That lack of visibility (and its high cost) may have influenced Jack to get involved in the union, Kirkland said. He got on the negotiating committee in 1961. He eventually became a steward and appointed additional stewards throughout the company to increase the union presence. He ran for the executive board in 1962 and was on it

OPEIU Local 15's Bowden Celebrates Her 30th Year

"At the annual Robbie Burns Dinner, sponsored by the Vancouver & District Labour Council, we presented Robbi Bowden with her 30-year OPEIU pin," said Opal Skilling, secretary-treasurer of OPEIU Local 15.

Skilling said that Bowden has served the members as a Local 15 executive board member, local president, recording secretary and a councillor. She also has been a delegate to

the Vancouver Labour Council for many years, committee member on the End the Arms Race, delegate to the British Columbia Federation and served in numerous other capacities, including bargaining.

"We gave Sister Robbi an orchid and a framed photo of her application for membership, dated January 12, 1965, which she proudly displays at work, the Provincial Council of Carpenters," she said.

Celebrant Robbi Bowden appears here (center) with Local 15 Vice President Louise Gibson and Secretary-Treasurer Opal Skilling. Although not in the photo, Alixe Alden also attended the dinner.



until his retirement — more than 30 years.

In 1968 Horner was elected vice president. In 1969 he was elected president, the position he held until December 7.

Although there are a great many accomplishments over the past 30 years to be proud of, Horner feels that his main contribution has been negotiating good contracts. He has been involved in 13 rounds of negotiations and believes his success is due

to his ability to see both sides and represent people fairly.

Horner has also been a trustee for the Local 11 Health and Welfare Trust since 1963, was involved in the creation of dental and vision plans and has seen tremendous changes in the last 32 years.

He has been a great friend to everyone involved with Local 11, Kirkland emphasized. "His concern, his energy and his wisdom will be greatly missed."

Law Enforcement Officials and Sanitation Workers Vote OPEIU Affiliation in Mobile, Alabama

Nearly 1,300 new members working in Mobile, Alabama, have joined the ranks of the Office and Professional Employees International Union, through affiliations. All six newly chartered local unions represent public sector workers (sanitation, police, deputy sheriffs, correctional officers and justice agents).

Police

On March 6 and 7, 1995, the 220 members of the Mobile County Law Enforcement Association (MCLEA) voted to affiliate with OPEIU, as did the 40 members of the Mobile County Benevolent Association (MCBA), re-

ported Howard Turberville, IUD Representative. OPEIU's ranks of professional employees, therefore, continue to grow.

Turberville said the MCLEA voted by 133 for and 4 against to become members of OPEIU. The following week the MCBA also voted by a large margin for affiliation. The MCLEA has been chartered as OPEIU Local 22, while the MCBA is now OPEIU Local 16.

By April 1, more than 300 are expected to "come on board", he said, adding that the MCLEA is actively engaged in organizing an additional 450 members.

The election victory, Turberville

said, has generated a good deal of interest among other groups to organize and many leads are coming in.

Sanitation Workers

Immediately after the affiliation of the two police groups, the United Sanitation Workers, Inc., voted to affiliate and become Local 75. Representing about 450 sanitation workers in Mobile, Alabama, this new local is also actively involved in organizing other workers in the City of Mobile.

Deputy Sheriffs and Justice Officers

The deputy sheriffs of Mobile

County also voted to affiliate with OPEIU and became Local 77. This local represents 175 deputies throughout the county.

Following in the steps of the police associations, both the Mobile County Criminal Justice Association and the Mobile County Correctional Association, with a combined membership base of 400 specialized law enforcement agents, also voted to affiliate. They became Locals 31 and 78 respectively.

These affiliations, too, were the results of efforts by Howard Turberville with assistance from OPEIU International Representative Don Wright.

Washington Window

Welfare "Reform"

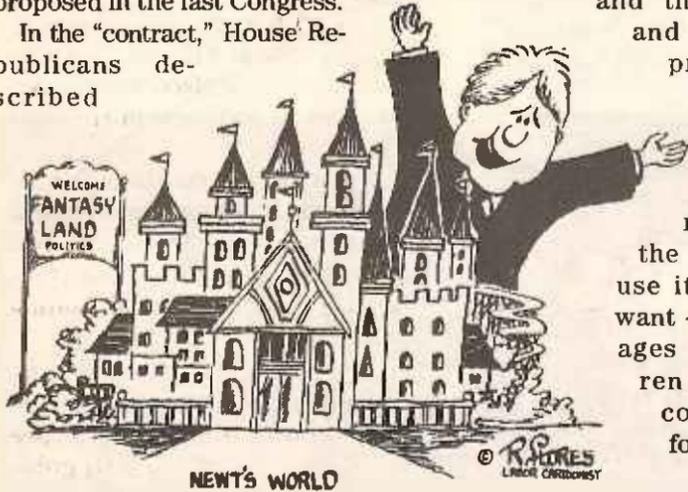
Five million to six million hungry children. Thousands of homeless families. Hundreds of thousands of jobless adults. Sounds like the Great Depression, right?

Instead, that's the vision of welfare "reform" embodied in the Republicans' "Contract With America," according to the Center for Budget and Policy Priorities, a non-partisan think-tank which analyzes federal spending and policies.

What the Center sees in the GOP contract — the platform that victorious House Republicans have brought before us — it doesn't like.

It especially doesn't like the Republicans' proposed "Personal Responsibility Act," which it says is far harsher than welfare reform Congress passed six years ago, than welfare reform proposed by President Clinton or even than welfare reform the GOP proposed in the last Congress.

In the "contract," House Republicans described



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the aim of the Personal Responsibility Act: "Discourage teen illegitimacy and pregnancy by prohibiting welfare to minor mothers and denying AFDC (Aid to Families with Dependent Children) for additional children while on welfare, cut spending for welfare programs, and enact a tough two-years-and-out provision with work requirements."

On its face, the GOP plan sounds reasonable. President Clinton proposed a two-year time limit for welfare aid. Several states, including New Jersey, ban money for single teenage mothers on welfare who have additional children. Those proposals respond to nationwide sentiment that welfare isn't working right.

But the devil is in the details, the Center shows:

- After getting specifics from Republican staffers, the Center found the two-years-and-out requirement in the GOP contract is much stiffer than Clinton's. Clinton's proposal, which died on Capitol Hill last year, called for job training for all welfare recipients but the mothers of the youngest infants. Then, at the end of training and the end of two years, if no private jobs were available, the government would have to find jobs for the recipients, to get them off the dole.

The GOP welfare plan, the Center found, does not exempt mothers with infants. And if there's no job at the

end of two years, there's no help in finding one, and no extension of aid, either. In other words, the mother is off the rolls for good.

- The GOP plan applies the two-years-and-out time limit to all single mothers who ever received AFDC, including those who received it in the past. That means, the Center pointed out, that if a woman received AFDC for two years as a teenaged single mother, found a job and went off welfare for a decade, then — still a single mother — lost the job in a recession, she would get no money. Mother and children would have to fend for themselves.

- The GOP plan proposes a four-year cut in welfare spending by \$57 billion between 1996 and 1999. It would accomplish that by combining child care subsidies, food stamps, the school lunch program and the woman, infants' and children feeding program for the poor into a block grant, then cutting the total.

Block grant money would go to the states, which could use it for whatever they want — including orphanages for poor children whose parents couldn't afford to care for them any more.

The result? "During recessions, when unemployment and poverty rise and more people qualify for such benefits . . . states would have to reduce benefit levels, establish waiting lists, make some categories of needy families or individuals ineligible for benefits, spend more state funds or implement some combination of these approaches," the Center said.

To put the GOP's "Personal Responsibility Act" in perspective, the Center noted that the GOP would not only cut five million children off welfare rolls, it would double the welfare cuts of the early Reagan Administration, 1981-82. And while the GOP would hit only four percent of the budget — AFDC, food stamps, child care and school lunches — the impact on individuals would be devastating.

Center Director Isaac Shapiro says the GOP welfare plan "would make deep cuts in vital programs without helping welfare recipients earn their way out of poverty. Increases in poverty, homelessness and hunger for millions of children would almost certainly result."

Parents "would be forced to give us their children because they were destitute," the Center says. That's hardly a way to help families.

**What's your opinion?
Write and tell us.
We'd like to know.**

Celebrating 50 Years of Solidarity



Work and Health

Arthritis: Epidemic of the Future

By Phillip L. Polakoff, M.D.

If you look around your office or your workplace, chances are one of your co-workers has some form of arthritis. If you want to check it out and know the person well enough, ask him or her.

In fact, you may even have it yourself and not be aware of it.

The Centers for Disease Control has called arthritis the epidemic of the future. It predicts the number of people with arthritis will climb to 59 million Americans by the year 2010 — a 57 percent increase above the CDC's previous 1990 estimates.

Arthritis affects people in all age groups. Fully 28 percent of Americans between the ages of 45 and 64 live with arthritis. Half of the people in the country over the age 65 suffer from it. The condition even affects as many as a quarter of a million children.

"Despite the high incidence of arthritis, myths and misinformation still keep people from managing their condition and revitalizing their lives," says Armin Kuder, chairman of the Arthritis Foundation.

The CDC estimates that six million Americans are self-diagnosed: they say they have arthritis, but have not seen a doctor for help.

And Arthritis Foundation studies show that half of Americans with arthritis erroneously believe nothing can be done to improve the quality of their lives.

In fact, there are many ways to make life with arthritis easier and less painful. Medication is just one part of an effective arthritis treatment program. Research shows a comprehensive approach to arthritis management can reduce pain and stiffness, minimize depression and improve the ability to do daily activities.

A comprehensive approach involves working with a physician and includes some combination of medication, exercise, weight control, rest and joint protection techniques.

Arthritis is not just a single disease, but the name of more than 100 different conditions that cause pain, swelling and limited movement in joints and connective tissue throughout the body.

It is usually chronic, meaning that it lasts a lifetime, once it develops.

Specific causes for arthritis are not yet known for most forms of the disease. The disease process also varies depending on the form of arthritis a person has.

The three most prevalent forms are:

- Osteoarthritis (OA), a degenerative joint disease in which the cartilage that covers the ends of the bones in the joint deteriorates, causing pain and loss of movement as bone begins to rub against bone.

- Fibromyalgia, often misdiagnosed, causes muscle aches, tender joints on certain parts of the body, fatigue and trouble sleeping. It affects mostly women.

- Rheumatoid arthritis (RA) is an autoimmune disease in which the joint lining becomes inflamed as part of the body's immune system activity. The chronic inflammation causes deterioration of the joint that results in pain and limited movement.

When you see a doctor for the first time about what you suspect is arthritis, you can expect three things to happen: Your doctor will ask you questions about your symptoms, examine you and take some tests or x-rays.

You can help the doctor by writing down the answers to some questions and taking the list with you: Where and when does it hurt? How long has it been hurting? Have you ever seen any swelling? Have you ever injured a joint in an accident or from overuse on the job or in a hobby? Has anyone in your family had similar problems?

If you do have arthritis, remember there are many things you can do on your own to help control pain and fatigue and to move more easily through your daily tasks.

If you have any questions, or suggestions for future articles, write to me at 1181 Solano Ave., Albany, CA 94706.

Union Member Mortgage and Real Estate Adds 'Affordability' Options

Enhanced Program Makes it Easier for First-Time Home Buyers to Attain the American Dream

Union Member Mortgage and Real Estate has introduced two new mortgage "Affordability Program" options: the True 3 Percent Down and the Mobile Home Affordability Benefit.

The True 3 Percent Down Affordability Benefit is similar to Union Member Mortgage and Real Estate's other affordability program offerings; the main difference is that the qualified borrower is required to make only a 3 percent down payment, 3 percent of which must come from his or her own funds; the remaining 2 percent may come from loans, gifts or grants.)

Other advantages include:

- A minimum one-month cash-savings reserve requirement.
- The ability to apply 401K savings and monetary gifts from fam-

ily members, churches or non-profit sources towards closing costs.

The Mobile Home Affordability Benefit offers special buyer advantages. In addition to low 5 percent down payments, this option offers no minimum loan amount, a one-month reserve requirement and expanded debt-to-income ratios of 33 percent and 38 percent (which means that a member can apply a higher than normal proportion of income towards a monthly mortgage payment).



Loans are limited to double-wide mobile-homes that meet specific size and foundation requirements. The property on which the mobile home is located cannot be leased, and if the land is mortgaged, there must be enough value in both the land and the mobile home to meet mortgage qualification guidelines.

These program options are open only to first-time buyers. To be eligible for either program, first-time buyers must complete Union Member Mortgage and Real Estate's Affordability Hand book prior to registra-

tion. Program applicants also must have been OPEIU members for one year before applying. Union Member Mortgage and Real Estate makes buying, selling and refinancing a home easier and more affordable for OPEIU members and their immediate families (including parents and children). To date, nearly 10,000 union-member loans, valued at more than \$760 million, have been made.

For program details, call toll-free — 1-800-848-6466 — 8 a.m. to 10 p.m. Eastern Time, Monday through Thursday; 8 a.m. to 8 p.m., Friday; and 8:30 a.m. to 5 p.m., Saturday.

Mortgage loans are made through PIII U.S. Mortgage Corp. OPEIU has no involvement in loan decisions.

Union Privilege Helps Program Participants Affected by California Floods

Union members living in areas devastated by the recent floods in California may have one less financial worry, thanks to the Union Privilege, AFL-CIO, programs.

Flood victims (or members affected by disruption of mail and other local services) who participate in the Union MasterCard, Loan, Union Member Mortgage and Real Estate, and Life Insurance programs may be eligible for payment extensions, financial assistance and other special help through Union Privilege program providers.

"We understand how tough it is for people to put their lives back together when disaster strikes," said Union Privilege President Charles McDonald. "That's why we've con-

tacted our program providers and assembled this special-assistance package — to let our members know that we're here, and that we'll do whatever we can to help."

Assistance plans vary by program provider. To find out more, affected members are encouraged to call the following special phone numbers:

- Union Member Mortgage and Real Estate, 1-800-257-0460;
- Union MasterCard — 1-800-622-2580;
- Loan Program — 1-800-343-7097;
- Life Insurance Program — 1-800-327-4349.

Union Privilege, AFL-CIO, and its program suppliers offered similar program payment extensions and financial assistance to members af-

ected by floods in Georgia last year, the disastrous flooding in the Mid-

west in 1993 and Hurricanes Andrew and Iniki in 1992.

Union-Tailored Loans Offer Lower Rates, Better Terms

When you need to borrow money, where do you turn? If you're like many union members, typically you go to a labor-sponsored credit union or a bank.

Unfortunately, not all members have access to a credit union, and many loans offered by credit unions and banks fail to meet the full range of members' borrowing needs. That's why the OPEIU Union Privilege Loan Program was created — to supplement the limited loans generally available from credit unions and banks, and to offer lower rates and better terms than finance company loans.

The program's personal loan offers amounts ranging from \$2,500 to

\$15,000, with terms from four to seven years, at a low 14.75 percent fixed-interest rate (effective Feb. 1, 1995). Members are allowed up to two loan payment deferments per year.

OPEIU Union Privilege loans are made to credit-worthy applicants by NationsBank. Borrowers may apply by mail. The minimum annual household income required for personal loan approval is \$15,000; the minimum age to apply is 18. The union has no involvement in loan decisions; all loans are approved by NationsBank.

Call 1-800-343-7097, 8:30 a.m. to 9 p.m. Eastern Time, Monday-Friday and 9 a.m. to 1 p.m. on Saturday.

OPEIU Program Offers Free and Discounted Legal Services

No Charge on Most Cases; Complex Matters Handled for 30% Off

There are times when you may need legal help or you simply have a legal question. Perhaps you've purchased a product that has turned out to be a "lemon," are faced with signing a complicated legal document, or need expert advice on a problem.

Where can you turn?

To the Office and Professional Employees International Union (OPEIU) Legal Service.

Through this exclusive union-members-only program, you get the legal advice you need at rates you can afford — and most often for free. In fact, according to surveys, over 75 percent of the matters brought to lawyers through

the Legal Service are handled without charge.

As an OPEIU member, the program entitles you to a free 30-minute consultation with an attorney on any matter that is not union-related. You may discuss the matter in person or by phone. If your attorney thinks a letter or a phone call can resolve your problem, it will be done — for free. If you need more in-

depth legal assistance, you're eligible for a 30 percent discount on all services provided.

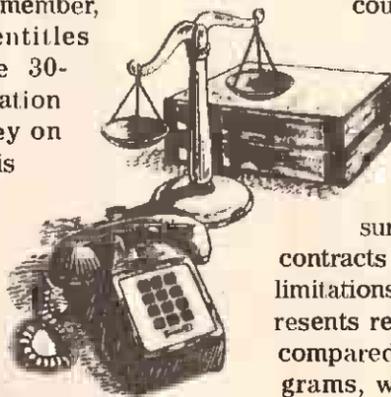
The program also offers a free review of your personal documents — such as leases, insurance policies or sales contracts — at no charge (some limitations apply). And this represents real savings, especially compared to similar legal programs, which can cost up to \$100 in membership fees per year.

"The OPEIU Legal Service is designed to meet the special needs of the employees we represent,"

said OPEIU President Michael Goodwin. "The program offers free and discounted legal assistance — without complications. And it helps members avoid the high cost of legal assistance while providing them with service from a lawyer they can trust."

The OPEIU Legal Service does not cover matters involving union-related organizations or officials. Lawyers are not obligated to take a case and may decline if they choose.

For more information on the OPEIU Legal Service or for the names of participating attorneys in your area, contact your local or call 1-800-452-9425.





Southern Wind, Northern Wind

by Michel Lajeunesse, Canadian Director

From time-to-time, we will have guest editorials appear in this space — like this one by our Canadian Director Michel Lajeunesse — on timely issues of particular concern to OPEIU members.

Globalization stands out among the major economic developments of this decade. As it developed fresh, colossal forces, private capital recovered its full savagery. The invisible impacts of this mutation are many: relocation of enterprises and jobs, international deregulation, expansion of free-trading zones, wasting of social gains, competitiveness spree and folly of competition. What we see is a real recovery characterized by joblessness — the core of the crisis.

Advocates of the globalization still rage and will not cease until the unlimited mobility of enterprises becomes a reality. Their aim: to no longer be restrained by any form of regulation, to have all aspects of social life surrender to private capital values. The impact of this new dictatorship of industry and finance is already evident in the decreasing/lessening capacity of national economies and democratically elected governments to handle their own policies. Destabilization of democracies is directly proportionate to the social disintegration caused by these new barbarians. This is true for Canada. It is also true for the United States.

Wall Street rejoices at the creation of 5 million jobs over a period of two years and at the decrease in the unemployment rate to 5.6%. The American reality, however, is totally different.

Indeed, behind this statistical smoke-screen is another reality: increased inequities, precarious jobs, misery for more than 15% of American families.

Since 1980 the gap between rich and poor has never been so wide. The average family income today is 7% less than it was in 1989. The poorest 20% of Canadians now share 4% of the national income, while the richest 20% of Canadians take 45%. Low wages have been steadily declining for the past 20 years.

On the political front, democracy and solidarity are in bad shape. President Clinton has failed to introduce his health care reform. The Republicans — animated by an increasingly popular, reactionary frenzy that is funded by many millions of dollars — have taken power in the two Houses of Congress.

Aggressive propaganda (in favor of the death penalty, right to work, physical punishment for young offenders; against abortion, social services to single mothers) would certainly be alarming but isolated under any circumstances if it was not for the support they now receive from rising political forces that are already conducting dangerous pilot experiments here and there, which are disturbingly gaining the enthusiasm of those in power.

An example is the detention center near Phoenix in Arizona, which is proudly called a small "gulag" by Sheriff Arpaio. Had it been elsewhere, it would have been called a genuine concentration camp. This same sheriff has also formed a militia of armed volunteers, which includes the mayor and governor. Our concerns wouldn't

be so great had these two fascist endeavors not caught the attention of several counties of neighboring states.

Democracy in Crisis

So? So, these actions and messages are symptoms of a destabilizing democracy. And our concern for American social cohesion turns to fear once we realize that Republicans are a large part of the Christian Coalition which more and more monopolizes the national media. "Fear of God, love of hard work and love of country," presented as the sole values of the "good society," are inviting slogans that have always brought about intolerance and totalitarianism.

Canadian Realities

In Canada, similar signs from a less vicious right are becoming apparent. They, too, are conditioned by a neo-liberalized market.

On the economic front, the problem of unemployment is still acute, despite a steady recovery, the creation of 250,000 full-time jobs in 1994, and a small decrease in the unemployment rate. But the unemployment rate is deceptive. If we add together unemployed workers, workers who want full-time jobs but are working less, and those who have given up looking, the actual unemployment rate rises above 20%. We can see: it is cold north of the American dream.

In the manufacturing sector, despite the weakness of the Canadian dollar, jobs lost during the recession are slow coming back. Only one of four has been recovered. Furthermore, levels of employment in the construction, fi-

nançe, insurance and public sectors are steadily decreasing.

Perfectly comfortable in their complicit roles as supporters of the neo-liberalized market, governments accommodate themselves to a weak democracy and to reduced political power subordinated to the will of the big corporations and banks. Hence, the now unrelenting attacks on the social protections that Canadians have taken decades to build.

Lean Budgets

On the political front, reaction from the right is more apparent throughout the country. The success of Preston Manning's Reform Party is a telling example. Furthermore, politicians in Alberta are finding appealing the concept of "right to work" and its corollary — the merciless fight against unions. In Quebec, the Youth Commission on Quebec Sovereignty singled out job security in the public sector and unionized jobs as barriers to their integration in the labor market.

These developments show how helpless Canadians feel in the face of rising misery and the enormous power of these economic forces that squash without compassion anything that opposes their law of the jungle.

The labor movement cannot stand idly by and watch this happen. We have an obligation to strongly contribute to the reaffirmation by the population of a vision of society in which policies are based, not on short-term interests and politicians' solutions to see us go through the hard times, but on generosity, open debate and democratic solidarity.

How The Counseling Registration Act Benefits Hypnotherapy in Washington State

By C. Roy Hunter, M.S., C.Ht.

The following editorial was written by the head of our new hypnotherapist group, pointing up the need for state legislation on hypnotherapist registration. This is an important issue for our members who are hypnotherapists, as well as any consumers and members who wish to use hypnotherapist services. It will appear in these pages in three parts.

In a world where people are becoming increasingly suspicious of government meddling in free enterprise, many might wonder why we should even consider passing laws which require hypnotherapists to be registered in the states where they

practice. Don't we want the freedom to practice our profession in a free country? Do we need legislation regarding the professional use of hypnosis.

These were the questions we asked a decade ago in Washington State while our state legislature was exploring ways to protect the public against unethical counseling and/or hypnotherapy. Finally, in 1987, a law regulating counseling and hypnotherapy was passed. In 1992 that same law withstood sunset review with very few changes. Here's how that law has affected hypnotherapy in my home state.

Historical Background

Throughout the early 1980s, both

the counseling profession, as well as a few outspoken citizens, expressed various fears of unethical or incompetent practice by inadequately trained counselors or hypnotherapists. Those fears were further fanned by the fact that many psychologists and physicians refer to full-time hypnotherapists as "lay hypnotists," further implying that we don't know what we are doing.

While some professionals wanted legislation to virtually do away with hypnotherapy, except when facilitated by their own profession, there were others who wanted legislation to legally recognize hypnotherapy. Meanwhile, most hypnotherapists were afraid of any laws whatsoever that

might regulate the practice of hypnotherapy.

While the controversy continued, State Senator Bill Kiskaddon decided to learn more about the hypnotherapy profession and became convinced of the benefits of hypnotherapy. Through the efforts of Fred Gilmore (a pillar in the Washington Hypnosis Association) and Senator Kiskaddon, Tebbetts eventually changed his mind about hypnotherapy registration. He cooperated in getting hypnotherapy legally recognized with the passage of Substitute House Bill #129, known as the Omnibus Credentialing Act (or Counselor Bill).

See next issue for Part II



An Historic Triennial Convention: "Investing in Our Future"

by Michael Goodwin, International President

The 20th Triennial Convention of the Office and Professional Employees International Union, AFL-CIO, CLC, will be held in Vancouver, British Columbia, June 19-23, 1995.

This year we will be celebrating our 50th anniversary since being chartered by the American Federation of Labor (now the AFL-CIO) on January 8, 1945. We will use this anniversary to mark the beginning of a new era and the building of a bigger and stronger international union. The theme — "Investing in Our Future" — says it all.

The convention will bring together delegates from over 200 locals in the United States, Canada and Puerto Rico, representing 130,000 members. The delegates will hear reports of the President, Secretary-Treasurer and Executive Board who carry out the day-to-day affairs of the union between conventions. The reports will cover organizing, servicing, education, finance, political action, scholarships and much more. The delegates will act on resolutions and recommendations which will become OPEIU policy for the next three years.

The process begins with local unions submitting resolutions on issues for the International Union Convention to address. Issues such as organizing, minimum wage, pay equity, political action, TEAM Act legislation and support for the Coalition of Labor Union Women are among the many issues the delegates will raise and debate.

Local union members elect delegates to represent them at the convention. All, therefore, are responsible to the members back home. Many locals also send alternate delegates to serve

should a delegate become unable to serve. Many additionally send observers and guests. In all, we expect 500 or more to attend.

We also expect several prominent speakers to attend, including AFL-CIO Secretary-Treasurer Thomas Donahue; Canadian Labour Congress President Robert White; President of the United Farm Workers Arturo Rodriguez; Radio Show Host Jim Hightower; U.S. Congressman Neil Abercrombie (D-Hawaii); President of the Coalition of Labor Union Women Gloria Johnson; B.C. Federation of Labour President Kenneth V. Georgetti; President of the National Action Committee on the Status of Women Sunera Thombani; and Michelle King from the AFL-CIO Union Privilege Program.

The convention delegates will elect OPEIU's principal officers, and I'm proud to stand for election as President of the International Union, along with many other dedicated, bright trade unionists who will run as Vice Presidents from the 10 regions throughout Canada and the United States.

When not in session, setting the union's policy and course for the future, delegates will attend workshops — many of them on organizing and organizing techniques — and industry meetings where locals representing

similar workers share their experiences and problems.

Organizing — our investment for the future — will be a primary focus of all local unions and delegates at this convention and in the years ahead. Proposals will be presented and discussed on the most efficient structure to encourage organizing and to bring about greater organizing successes.

"We expect this convention to be a turning point for the union."

We will honor those who have successfully waged organizing campaigns and worked tirelessly to bring the benefits of union representation to unorganized workers, like Ed Darcy, Ron Hutson and Vince Menditto in Florida; Donna Shaffer and Jeff Rusich from the International staff; Janice Best in Canada; Robert Garvin from Michigan. We are proud of these and our many other local union and international officers, staff, volunteer organizers and members who have given their time in this very rewarding work.

Proposals will also be raised to

make it easier for local union representatives to attend regional education conferences and conventions.

In addition, we will enthusiastically support the funding of the newly established John Kelly Labor Studies Scholarship program in memory of our late International President John Kelly. John dedicated his life to the members of OPEIU and of his Local 153. It is fitting that this scholarship for labor studies and related fields be in his memory.

The Kelly family, to whom we are most grateful, made an initial contribution of over \$8,000. We are particularly appreciative of his widow Louise Kelly for her support and involvement in setting up the scholarship. Each year the John Kelly Labor Studies Scholarship program will grant 10 scholarships totalling \$20,000 (\$2,000 in each of the 10 regions) to OPEIU members.

We expect this convention to be a turning point for the union. The challenges ahead are greater than ever, and we will all be there to support the necessary programs for the union to be able to represent you the members in this changing world. I'm confident that when we return from this historic meeting, we will have the tools to fight for you and your rights to effective collective bargaining and representation.

Michael Goodwin Honored at Two New York Labor Dinners

On December 3, 1994, International President Michael Goodwin was honored by the New York State AFL-CIO at its 10th Annual Labor Recognition Dinner. Goodwin was celebrated as a dedicated and innovative labor leader. His many accomplishments for the 35 years that span his labor career were cited. Following a videotape of his life, prepared for the occasion, Goodwin said he looked forward to many more years of gains and challenges.



New York State AFL-CIO President Edward Cleary (left) and Secretary-Treasurer Paul Cole (right) present OPEIU International President Michael Goodwin with an award recognizing his contributions to the New York State labor movement.



International President Michael Goodwin accepts the 1995 Distinguished Services Award from the New York City Central Labor Council at the March 18, 1995, dinner given in his honor.

He shared honors with U.S. Senator Daniel Patrick Moynihan, Teamster President Ron Carey, Broadcast Journalist Marcia Kramer and Thomas P. Reynolds, Reynolds Securities, Ltd.

And on March 18, 1995, the New York City Central Labor Council honored President Goodwin for his "meritorious contributions to the cause of working people and to the cause of free trade unionism and for active participation in the community."





1995 Brings Many

Dade County, Florida

(Continued from page 1)

to them by OPEIU staff: International Representative Ron Hutson, Project Organizer Vincent Menditto, and Organizer Ed Darcy, Jr.

"This is only the beginning of our drive for gaining representation and power for Florida's professional and supervisory county workers. We

have two more elections pending. One for 300 supervisory professional employees in Dade County, and one for the supervisors of Broward County. We look forward to declaring victory for these and other Florida public sector workers and to welcoming them to GSA/OPEIU Local 100," Darcy said.

Washington State Homecare Workers Vote for Local 8

The 120 workers at Clallam-Jefferson Community Action Program claimed an overwhelming 3-to-1 victory to win OPEIU representation. This makes the second homecare organizing victory for our Local 8 in Seattle in 8 months. Local 11 (Portland) also won a homecare campaign last March.

Because of the high turnover rate, 200 workers were contacted through home visits or by phone over the course of the 6 month campaign, said Local 8 Organizer Cindy Schu. Workers lived and worked all over two very large rural counties; so one-to-one contact was the most effective way to communicate. The team of International Organizer Donna Shaffer, Schu and a core in-

house committee worked night and day to educate the workers on how to "fight for fairness through unity."

In spite of being a non-profit community action employer whose mission includes helping people to get out of poverty through empowering initiatives, this employer acted like any other bent on keeping employees from having any control, Schu said. "They wasted valuable resources to pay a union-busting attorney to help them achieve union-free status. Fortunately the courage and intelligence of the workers prevailed. They were so determined to have a union, in fact, that some drove over an hour to get to a polling place and cast their ballots," she added.



International President Michael Goodwin confers with Florida Regional Director Ed Darcy.



Appearing here are the Clallam-Jefferson Community Action Program organizing committee members. Second from the left is Local 8 Organizer Cindy Schu. International Representative Donna Shaffer is center.

Nurses Organize at Mount Clemens; Negotiations Are Underway

In 1971 clandestine meetings were held in basements to begin the process of forming a professional union for registered nurses, said OPEIU Local 40 Vice President Judy Klaus. "On a professional, personal and advocacy level these RNs were working under less than satisfactory conditions. But from these meetings the Mount Clemens RN Staff Council was born."

Nurses, she said, were working on floors where patient loads reached as high as 25. Among them were total care, semi care and ambulatory patient treatments which included administration of medications and IVs, monitor surveillance, delegation of functions and tasks to ancillary staff. This was all part of an 8-hour shift. They had to leave to the end charting and documentation on patients, their activities and response to treatment. This alone requires several hours of work.

"We cut, tore apart and pasted together pieces of every hospital union

contract we could get our hands on. We created one that would fit our needs in terms of patient numbers, tasks, delegation of jobs, wages, benefits and treatment of nurses," Klaus said.

Progress came slowly, she told us: "We took steps backwards at times, but together our union sisters and brothers were able to initiate change and better working conditions in our hospital."

OPEIU Representative Robert Garvin led and helped the nurses at Mount Clemens to mount their successful organizing drive and to make progress in these negotiations.

According to Klaus, negotiations are nearing an end. "Change comes slowly," she said, "but mutual respect and understanding are clearly and distinctly present at the bargaining table."

We, therefore, hope to report shortly the successful conclusion to negotiations for these new members.

The 360 Mount Clemens members are now chartered as Local 40 in Detroit, Michigan.



Waiting for the results of the mail ballot count are the Organizers of the Dade County professionals. From left-to-right, they are Ed Darcy, Jr.; Ron Hutson, International Representative; Vincent Menditto, Project Organizer; Mike Cole, volunteer organizer and county employee; Ed Darcy, Sr., Florida Regional Director.

Organizing Successes

Local 8 Wins \$5.8 Million for HomeCare Worker "Travel Time"



Local 8 homecare members Ann Vlastelica and Patsy Vandel lobby Washington State Representative Lynn Kessler.

The Washington State Legislature has appropriated \$5.8 million earmarked for "homecare worker unpaid compensation", thanks to the persistent efforts of OPEIU Local 8, announced Local President Maureen Bo. Keeping constant pressure on and mobilizing workers for lobby days and letter-writing campaigns ensured the success, she said.

It seems that homecare workers in the State were not being paid for their time traveling in-between clients, attending meetings with supervisors, making out schedules and other work-related time. For several years Local 8

tried to resolve this issue, maintaining that workers are covered under state hour and wage laws. They, therefore, should be paid for all time worked.

Up to that point they had been exempted from such laws.

It was the formal complaint filed by Local 8 with the Department of Labor last June that precipitated this victory, Schu said. They also were prepared to file a class action suit, but that will now be unnecessary.

Given that most of the agencies for whom they work are nonprofits, the local pushed to get state funding (since the State funds the homecare

Local 23 Wins at Kitsap Penninsula Housing

The nearly 100 employees at Kitsap Penninsula Housing Association in Bremerton, Washington, were relieved and thrilled to win their union election on April 12, 1995.

International Representative Jeff Rusich reported that these are very dedicated workers who serve the disabled in residential communities. The Housing Association, he says, has four houses and an apartment complex. "At these homes the members literally enhance the lives of the clients through residential living, work support programs and social activities," Rusich reports.

But their work lives were made much more difficult because of a constant changeover in general administration, as well as continual changes in scheduling and other

policies. Although job security and wages were important issues, the employees were especially upset by arbitrary and inconsistent changes in the working conditions. There were constant takeaways in benefits. For example, the employer now only pays one-half of the premium for the employee's health coverage and none for family. This is especially hard for the majority of these workers who are single mothers, Rusich says.

"We hope to make a few changes in the upcoming negotiations. At a minimum, the union contract and representation should help insure some consistency and security," he said.

Rusich and Local 23 Business Representative Marsha Petersen worked with the new members throughout their organizing campaign.

agencies). This would allow the employers to cover the additional costs without hurting the workers economically in other areas.

Labor and Industries agreed that the workers are covered under the wage and hour laws. The union met with Governor Mike Lowry and offi-

cial at DSHS and convinced them to appropriate the \$5.8 million to correct this labor law violation.

"Our members, as well as the unorganized homecare workers, will now be better compensated for their work. We are so happy we were able to bring this about for them," Bo said.

New Adjustments

Doctors of Chiropractic Join OPEIU

We only mentioned in passing in the last issue of *White Collar* that The Chiropractic Federation of New York (CFNY) through the National Union of Chiropractic Physicians (NUCP), Local 64, has affiliated with OPEIU. The new group, announced Director of Organi-

zation Jay Porcaro, has been chartered with jurisdiction to organize on a national basis.

The move follows a long list of successes in the professional field where professional groups have sought AFL-CIO representation through OPEIU. Chiropractors, acupuncturists, hypno-

tists, dance therapists and poetry therapists, all have realized the benefits of union affiliation to help them in their legislative battles involving issues like workers compensation, health care reform, HMO inclusion, insurance equality and increased recognition of their profession. Medical doctors are also seeking AFL-CIO representation in various states.

Discussions with CFNY started in 1993 when then International Vice President Michael Goodwin contacted Dr. A. Alessandro Pireno, president of CFNY. Dr. Pireno was exploring union affiliation and, after a brief period with another group, turned to OPEIU. A meeting was held in December 1994 between Dr. Pireno, International President Michael Goodwin and Director of Organization Jay Porcaro, where the agreement to join OPEIU was reached.

The new local enrolled 133 Doctors of Chiropractic as members of NUCP, Local 64. There are 500 potential members of CFNY and more than

4,000 Doctors of Chiropractic in New York State, some of whom are in other chiropractic associations. Nationally there are over 55,000 Doctors of Chiropractic, so the potential for OPEIU is enormous, Porcaro said.

The motivation behind these moves is economic, Porcaro said. With access to AFL-CIO state federations — the most effective lobbying group in the states — the greater the chances for success of legislation. As an AFL-CIO member, the legislative goals the profession seeks carry more weight.

For example, in New York State, the labor union lobby represents 2.3 million trade unionists. Presently OPEIU has been working with the New York State AFL-CIO on several bills important to the chiropractors.

President Goodwin said, "We look forward to a long and fruitful relationship with Dr. Pireno and NUCP, Local 64. We will give him all the support he needs to carry out the mandate of his membership, on behalf of the chiropractic profession."



Dr. A. Alessandro Pireno, President of OPEIU's new Local 64 — the National Union of Chiropractic Physicians (NUCP) — appears here (far left) as OPEIU International President Michael Goodwin and Director of Organization Jay Porcaro present him with the OPEIU charter.

Local 35 Wins Family Leave Cases

Northwestern Mutual Life Insurance Company

The Nelson Guzman case has been reported previously in this paper, but the company appealed our victory. It is a case regarding the birth of Nelson Guzman's child and his request for parental leave under the Wisconsin Family and Medical Leave Act, said International Vice President Michael Walker.

Northwestern approved Guzman's leave, which was scheduled from April 26 to June 4, 1993. Guzman asked to substitute his paid disability under Northwestern's Disability Income Plan for the unpaid family leave. The company denied the request. (The disability plan is unfunded, and all benefits are paid out of the general assets of Northwestern.)

Guzman, through the help of his union — OPEIU Local 35 and the International — filed a complaint with the Wisconsin Department of Industry, Labor and Human Relations, Equal Rights Division (DIHLR).

According to Walker, the administrative law judge found that Guzman was entitled to substitute the paid disability for the unpaid family leave. Although Northwestern appealed the decision, it was dismissed.

In dismissing the case, the judge said: "The findings of fact of DIHLR are based on credible and substantial evidence, and its conclusions of law and statutory interpretations are based on its experience, technical competence and specialized knowl-

edge and thus are entitled to 'great weight' and are not assailable."

Northwestern, however, still has the ability to appeal to state appeals court. It is unclear at this writing if they will do so or not. Or, if they will pay Nelson Guzman the monies owed him.

Miller Brewing Company

The Annette Behnke case was won by Local 35 when, on January 1, 1995, a Milwaukee Circuit Court judge denied Miller Brewing Company's appeal, said Vice President Walker. The judge ordered Miller to pay Behnke 18 days of sick leave, plus one holiday, for time spent caring for her newborn child.

On January 10, 1994, Miller granted Behnke's request for family leave, but denied her request to substitute paid sick leave for her unpaid family leave. Local 35 helped her to file a complaint against Miller with the Department of Industry, Labor and Human Relations. In May 1994, an administrative law judge ruled Behnke was entitled to the substitution. Miller appealed the decision.

Miller alleged that the collective bargaining agreement prevented the company from following the Wisconsin FMLA. They claimed that because of the contract, they could not make any substitutions of other earned paid benefits.

Local 35, Walker said, was quick to jump to Behnke's aid and will continue to assist her all the way through the courts.

Boston's Local 6 Awards Five Scholarships

Five OPEIU Local 6 members were the happy recipients of scholarships to attend college. The results of the lottery style drawing, said Local 6 Business Manager Walter Allen, for the four \$500 and one \$1,000 scholarships were very welcome news to the lucky applicants.

"We have worked very hard over the years to develop a scholarship program which would really help our members and their families with the high cost of a college education," reports Local 6 Vice President Anne Weatherhead, who also serves as scholarship chairperson. "It gives you a great feeling to be able to help your fellow members in this way," she said.

The winners were:

- The Robert Manning Award,

\$500, went to **Robert W. Hackett, Jr.**, sponsored by himself.

- The Donald McGrail Award, \$500, went to **Ryan Mark Felisberto**, sponsored by Local 6 member Frances T. Mannion.

- The Lawrence Sullivan Award, \$500, went to **Sandra Locke**, sponsored by Sarah P. Locke.

- The John Kelly Award, \$500, was awarded to **Sarah M. Heaney**, sponsored by Local 6 member Sheila A. Heaney.

- The James E. Mahoney Award, \$1,000, went to **Mary D'Alba**, sponsored by Local 6 member Theresa M. D'Alba.

OPEIU Local 6 represents members throughout Massachusetts, but is headquartered in Boston.



OPEIU International President Michael Goodwin (right) meets with Region III Vice President Tom Babb to discuss Southeast regional issues, including the new regional organizing cooperatives. They appear before one of the dams at the Tennessee Valley Authority where many of our members work.

OPEIU Members Address Young Women's Conference for CLUW

On February 10, 1995, the Coalition of Labor Union Women held a Young Women's Conference in Tulsa, Oklahoma. OPEIU members were active participants.

CLUW described the conference's goal: to encourage young women's leadership at the local, state, national and international levels; to discuss the challenges young women face in the workforce and determine



Local 330 Tulsa Member Laurie Phillips



Local 8 Seattle Member Pat Agostino

OPEIU Members Laurie Phillips and Patricia Agostino were among the leaders of this conference. Laurie Phillips, a member of Local 330 in Tulsa, Oklahoma, spoke on the panel "Political and Legislative Action." Her teenage daughter, who is already a political campaign veteran, encouraged delegates to become politically active.

Patricia Agostino, member of Local 8 in Seattle, Washington, spoke on "Participation in Unions." Agostino is also the president of the Puget Sound Chapter of the Coalition of Labor Union Women.

OPEIU Research Director Gwen Wells (also CLUW National Vice President), Local 3 member Mary Quinn, and Local 30 member Cynthia McCaughan (AFL-CIO Civil Rights Department) also attended.



At a recent OPEIU Executive Board meeting, held in Las Vegas, Nevada, the International Union officers joined striking Frontier Hotel workers on the picket line to demonstrate the union's support. Frontier workers have been on strike for a decent contract since September 1991. In this photo you can see Vice Presidents Richard Lanigan, Janice Best, Dave Miller, Carolyn Combs, James Mahoney, General Counsel Melvin Schwarzwald, Vice President Ron Tuckwood and International President Michael Goodwin.

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Wauwatosa Members Gain Contract; 12% in Wages and Protections

Three years after International Representative Donna Shaffer and OPEIU Local 35 helped the City of Wauwatosa employees to organize, their first OPEIU contract took effect. For three long years, said Local 35 Business Representative Judy Burnick, these employees stuck together and held firm in their demands for a collective bargaining agreement. Finally, this February, their persistence paid off.

- a third personal day;
 - the right to choose to be paid overtime in the pay period it was earned, instead of being forced to carry it as comp time each year;
 - guaranteed holidays;
 - sick leave and vacations.
- Language improvements include a vacation selection procedure, fill-in pay when performing work in a higher classification, job posting, and — most importantly — a griev-



City of Wauwatosa members hear details of their first OPEIU collective bargaining agreement.

These members received 12 percent in across-the-board pay raises, retroactive to January 1, 1993, in addition to annual automatic step increases. For the first time, they had a written guarantee that the City would not change their wages, hours and working conditions. No more would they be at the whim of the city administrator who changed policies from person-to-person at a pace faster than anyone could keep up, Burnick said.

- Benefits negotiated include:
- fully paid health insurance;

ance procedure that provides for an unbiased third-party making the final decision on grievances (versus the previous process ending with the City having the final say).

Burnick concluded, "Despite the struggle to organize and bargain their first agreement, these employees have the ultimate victory: a new contract guaranteeing their rights, putting them on an equal basis with the City."

OPEIU Local 35 is headquartered in Milwaukee, Wisconsin.



Activists who made it all happen (left-to-right): Ski Oleson, Joan Hayes, Jill Willman, Judy Burnick (Local 35 Business Representative), Fay Marquardt, International Vice President Michael Walker, Arudrey Vernier, Kathy Kotnik, Attorney Gordon McQuillen, and John Kutz.

Vice President Babb Jailed

On Tuesday, February 21, 1995, the Chattanooga Police Department arrested Vice President Tom



Babb at his work station. Members of OPEIU Locals 119 and 179, however, were able to get him released on bail, by contributing \$500 to the Multiple Sclerosis drive.

Babb sent a challenge to all OPEIU local unions to participate in similar community activities and support such worthy causes. Participation, he said, includes two goals: providing assistance to charities and obtaining recognition for OPEIU within the larger community.

Local 3 Starts Member-to-Member Education Program

Local 3 members are now teaching classes on job skills to other members. "This is a terrific opportunity for our members to improve their skills," said Diana Volpini-Allen, Assistant Business Manager and Senior Business Representative.

The Local 3 Education Committee surveyed member needs and matched them with expertise held by other members to set up classes.

The first class — "Business Letter and Memo Writing" — was taught by David Brodmann, a Local 3 member at the University of the Pacific Dental School. Vice President Claudia McHenry assisted him.

The Local has scheduled a bookkeeping class for April and May, to be taught by Volpini-Allen and Anne Bleman. Computer classes are planned for Summer, with assistance from the support center of San Francisco, a computer lab center for non-profits. "We hope to offer a basic computer skills class, as well as more advanced training in WordPerfect and Spreadsheets," Volpini-Allen said.

Besides Volpini-Allen as Chair, the Education Committee consists of Anne Bleman, David Brodmann, Lindy Chris,

Alice Hobson, Claudia McHenry and Mary Quinn. They have in the works classes on basic office skills, shorthand, letter writing and more.

Business Manager and Secretary-Treasurer Nancy Wohlforth said the development of this education program is part of Local 3's on-going plan to provide additional services to members. She commends the Education Committee for its hard work and commitment to the members.



Here is Local 3's Education Committee hard at work planning future classes. They are (left-to-right) Alice Hobson, Lindy Chris, Anne Bleman, Mary Quinn, and Claudia McHenry. Although not pictured, Diana Volpini-Allen also serves on the Committee.

Local 15 Turns 50; Awards A 35 Year Pin to Stefani

At its 50th anniversary celebration, Millie Stefani cut the cake for the OTEU Local 15 members after she received a special presentation from them for her 35 years of membership. Both had much to celebrate.

According to Local 15 Secretary-Treasurer Opal Skilling: "We were known then (in 1945) as Stenographers, Bookkeepers and Assistants, Local 18177. Our first local goes back to March 31, 1931. Early records show that our local, unlike most unions during the period, was formed by females only — a group of women who worked for the IWA, the Building Trades, Teamsters, Fishermen and Meatcutters.

"The first agreements consisted of two pages and set out three categories: typists, stenographers and bookkeepers. Each office had a 'manual' typewriter and an adding machine on wheels; that was about it. Some of the union offices shared office space, equipment, and — yes — even the stenographer. Sister Millie Stefani can vouch for that. . . . The rates of pay, which included a cost-of-living increase, were \$27.50

to \$32 weekly in 1945."

Local 15 has greatly grown since those days and now represents workers throughout private industry in Vancouver, British Columbia, including many credit unions.



Local 15 Secretary-Treasurer Opal Skilling presents member Millie Stefani with her 35-year membership pin.

LOCAL UNIONS IN THE NEWS

Who's Who in OPEIU



Gilles Beauregard, Secretary-Treasurer

The U.S. and Canadian members repeatedly have elected Gilles Beauregard to serve as International Secretary-Treasurer since 1986.

Under his direction the Office of the Secretary-Treasurer administers all International Union accounts, financial reporting requirements for the International and local unions, the pension and welfare programs for the union, the strike benefit and defense fund, the union's scholarship programs, and relief funds (for a total of 15 funds), all detailed records management for the International Union, the Voice of the Electorate program, the union's triennial convention, and much much more.

Beauregard is devoted to organizing and bringing the benefits of unionization to unorganized workers. He, therefore, has spent many additional hours working to organize new members and affiliate independent unions. And he has been very successful.

He also represents the members of OPEIU as Treasurer for the AFL-CIO's Department for Professional Employees, a position he has held since 1988. Since 1986, he has also held an executive council position for the AFL-CIO Public Employees Department.

He is proficient at his job because of his long experience with OPEIU and the labor movement. Prior to becoming Secretary-Treasurer, Beauregard served as International Vice President from 1980 to 1986. He was Regional Director of Ontario from 1976 until 1986; International Representative, 1974 to 1986; Regional Representative, Eastern Canada Council, 1965 to 1974; OPEIU Local 57 Business Representative, 1962 to 1965; Local 57 Secretary-Treasurer, 1960 to 1962; and President, Quebec Natural Gas Unit, Local 57, 1959 to 1962.

Beauregard is married to Melissa Marsden and has five children.

Staff in the Office of the Secretary-Treasurer



Dee Musgrove, Office Manager and Secretary to the International Secretary-Treasurer, 1982 to the present.



Joan Anderson, Welfare Benefit Coordinator and Assistant Office Manager, 1972 to the present.



Juliette Fisher, Systems Designer/Programmer, 1983 to the present.



Ulrike Cordes, Computer Operator I/Accounting Clerk II, 1989 to the present.



Flo Davis, Senior Bookkeeper, 1973 to the present.

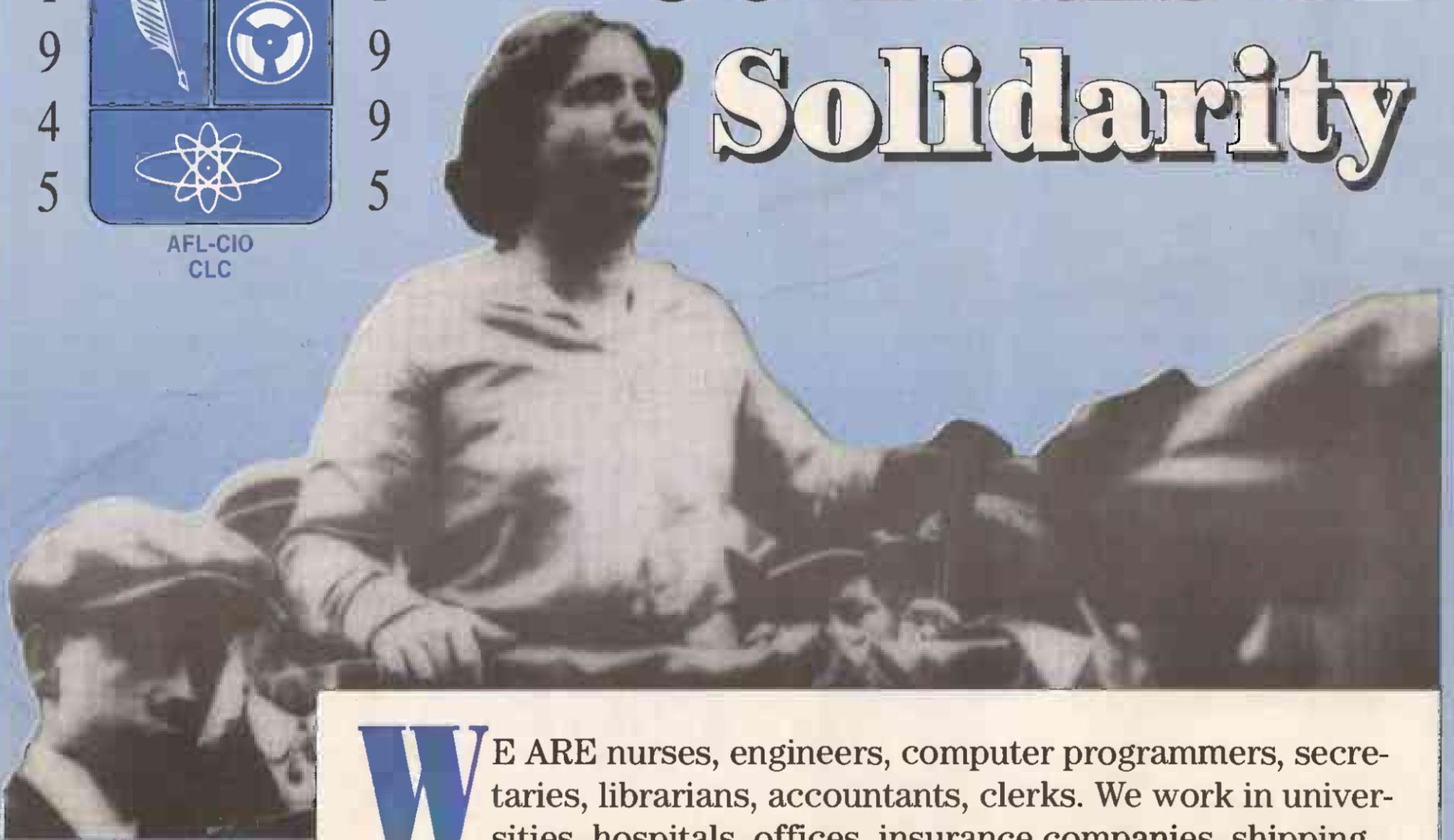


Lana Sullivan, Senior Accounting Clerk, 1978 to the present.

Continued on page 25



Celebrating 50 Years of Solidarity



WE ARE nurses, engineers, computer programmers, secretaries, librarians, accountants, clerks. We work in universities, hospitals, offices, insurance companies, shipping firms, county and city government, manufacturing. We are members of the Office and Professional Employees International Union. And we're having a birthday.

Fifty years ago we received our charter as the union for white collar workers from the American Federation of Labor.

Over the years we have repeatedly demonstrated to clerical, professional and technical employees a commitment to their needs and the advantages of being represented by such a vital, strong and democratic union.

Through OPEIU we have struggled in the streets, the board rooms, the halls of Congress, wherever there was a need to represent working people, especially OPEIU members. Brothers and sisters in Canada and the United States have united, stood shoulder-to-shoulder to fight injustice, discrimination and greed. We have often won.

Just a few of our struggles are depicted here in the following calendar. Just a few of our leaders.

We're 50! We're strong and we're proud!