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Joseph E. Finley (1919-1997): a champion of workers' rights

Beloved and revered General Counsel Emeritus and historian for The Office and Professional Employees International Union died July 8, 1997. International President Michael Goodwin characterized Finley as a man dedicated to workers' and women's rights "at a great sacrifice to himself and his family." At the New York City memorial service July 20, 1997 - what would have been the 47th wedding anniversary of Joe Finley, Esq. and Dr. Joanne Finley, M.D., Goodwin extended the union's sympathy to the family, eulogizing Finley as a "great man, lawyer, friend, husband and father . . . who chose ideals for a better society over money . . . who was a

sensitive and loving man who cared so deeply.

Finley served the union for professional, technical and clerical employees for more than 40 years. He advocated for OPEIU members in many court cases including several before the U.S. Supreme Court, one in which he successfully argued the right of white collar employees of trade unions to organize and bargain collectively in *OPEIU v. NLRB* (353 US 313).

Besides chronicling the history of OPEIU in his book *White Collar Union* (1975), he was a prolific writer whose works include *The Corrupt Kingdom* (1973) on the United Mineworkers of America, the

critically acclaimed novel *Missouri Blue*, which was part autobiographical, as well as several books on horse racing under a pseudonym. At the time of his death he was working on a book on the Battle of Saratoga.

Finley was born August 7, 1919, to William V. and Nell (Whitten) Finley in Missouri. He was a graduate of the University of Missouri School of Journalism (1942) and Yale Law School (1951). He was a member of the bar of the United States Supreme Court, of the District of Columbia, Maryland, Ohio and Pennsylvania. Besides having a private practice, he was a partner of Metzzenbaum, Gaines, Finley, and Stern in Cleveland, Ohio, 1961-1970. He was also general counsel for the International Brotherhood of Pottery & Allied Workers, East Liverpool, Ohio, 1970-1983.

He heroically served in World War II from 1942 to 1946 and was one of the early liberators of concentration camp survivors in Dachau.

He is survived by his wife Dr. Joanne Finley, M.D.; his daughter and fellow lawyer Lucinda Finley; and his sons Scott, William and Ethan Finley; and his sisters



Pat Porter, Betty Henderson and June Wilkinson.

In the OPEIU's *New York Times* obituary, Goodwin and the union offered the family these words of comfort. "We offer them our most heartfelt condolences. We thank them for generously sharing him with us for so very long.

"His loss to our International Union is immense. There was no more dedicated, in-

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Joe Finley (second from left) appears before the U.S. Supreme Court with his attorney daughter Lucinda Finley (far left) to argue for women to collect discrimination awards tax-free. With him were OPEIU International President John Kelly (now deceased), Business Representative Faye Orr, now retired International Vice President Jim Sheridan and International Secretary-Treasurer Gilles Beauregard.

Local 57 wins union's highest award

"We are proud of the organizing accomplishments of our Local 57 and very pleased to award them the 1996 Henderson B. Douglas Award," said International President Michael Goodwin. "Many unions are facing declining memberships. Yet, several of our locals, like Local 57, are doing the impossible and organizing large numbers of new members. This is to the benefit not only of these new members, but those we already

represent, giving them greater strength at the bargaining table and in the political process. As a result of the dedication of our organizing locals, I am proud to say that we are one of the few international unions growing steadily today."

Local 57, headquartered in Montreal, Quebec, organized more than 800 new members into the union in 1996, surpassing all other local unions for the year.

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ORGANIZING FOR CHANGE

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Residential Treatment of West Michigan beats the odds and anti-union campaign

“Working for Residents’ Rights, Uniting for Ours!” was the theme of the successful organizing drive for the 300 residential care workers of Residential Treatment of West Michigan. Workers voted by a 100-to-71 margin on June 10 to be represented by OPEIU Local 459. The victory was a combination of eight months of grassroots organizing in 22 different locations in the very conservative, western part of Michigan.

The employer used a spirited anti-union campaign that included daily “love” letters to employees’ homes, custom-made, anti-union propaganda videos delivered by FedEx to each employee’s home, and support from conservative churches telling employees to vote “no.”

Despite all of the obstacles, the organizing committee, made up of a diverse group of dedicated employees, trudged on and never lost faith. “Hard work, dedicated people assured positive results,” said Richard Colbert, residential worker from the Woodcliff location. Terri Dodson-Garrett, from the Willow Creek location, reiterated the feeling, “Amazing, what a perfect day! Everyone worked so hard and now we can be recognized as the unified group that we are. We have our voice - loud and beautiful!”

Employers and unions alike watched the progress of this drive with great interest. “I have had several calls from other unions expressing amazement at our success, given the industry, the conservative area of Michigan, and the number of locations,”

said Joe Marutiak, President of OPEIU Local 459. Organizing committee members recognized the magnitude of their task and met the challenge. “Who needs Vegas! We beat the odds right here at home. We had five strikes against us, but we found the ‘sweet’ spot, first time at the plate,” said Gwen Beversluis, from the Burton location and coordinator of the employees’ union newsletter.

“Seeing the organizing committee come together as a cohesive force was very heartwarming for me, a real exercise in true solidarity,” said Bonnie Strauss, OPEIU International Organizer, who assisted Local 459 with the effort. Because employees were spread out over 22 different locations, employees did not know each other and had no contact. The organizing drive changed all of that, with employees getting to know each other at weekly organizing committee meetings, house calls, and phone banks. Employees found that they shared common issues despite their geographic distance from each other. Issues included low pay, high health care contributions, unjust discipline and discharge, quality care for residents, benefits for part-timers, etc. “I feel like a million bucks! We don’t have any money yet, but the satisfaction is worth a lot,” said Joanne Weidenfeller, from the Millbank location. Brian Hagler, from the Lansing Coulson Court location, summed up everyone’s feelings by saying, “We are the champions!”

Residential Treatment of West Michigan (RTWM) provides residential care for men-



Jubilant members of the RTWM organizing committee appear here. Left-to-right (first row) are Terri Dodson-Garrett, Brian Hagler, Sarah Sage and Richard Colbert. In the second row are Brad Garrett, Gail Marsh, Dorwin Gray and International Organizer Bonnie Strauss. Joanne Weidenfeller, Sonyia Blough, Janet Lukas, Melissa Kelley, Rebecca Morgan and Donna Butler are in the third row. And top row is composed of Barb Heitz, Rodger Gurk and Gwen Beversluis.

tally ill adults. RTWM merged their program with a portion of Hope Network in January of 1997. This merger added eight more locations to the organizing drive. Employees in both merged groups found their issues to be relatively the same.

Privatization in the mental health field is a major issue in Michigan. RTWM and

other private, non-profit centers are competing with publicly run centers for funding from the state and county. Local 459 currently represents many of the publicly run residential facilities in Michigan. The success of organizing in the private sector will, hopefully, have a deterrent effect on the state’s privatization efforts, said Strauss.

Pilots vote for professionals’ union — OPEIU

The 221 helicopter pilots employed by Offshore Logistics have joined the growing numbers of OPEIU professionals. The pilots fly personnel and equipment to oil rig platforms in the Gulf of Mexico.

International President Michael Goodwin welcomed the pilots aboard: “We have entered an exciting and challenging period with the organization of many groups of professionals who have not traditionally formed unions. Many, like the helicopter pilots, have recognized the strength of organization as well as the need for the expertise in bargaining and lobbying that OPEIU can bring to them. I look forward to working with the pilots to better their conditions of employment. We are very pleased they have chosen to join OPEIU.”

On August 6, 1997, the National Mediation Board (NMB) supervised the count of the secret mail ballots in Washington, DC. There were 156 votes in favor of OPEIU, two write-ins, and four votes ruled invalid -

giving the union a 71% margin, according to OPEIU International Representative Ron Hutson.

Most of the pilots are based in Louisiana, where 17 bases are located, although 12 voting pilots fly out of Alaska, he said.

Wages and dignity were the two driving issues in the organizing campaign, according to Hutson. He said that the starting salary for the pilots averages \$24,000 annually, topping out at less than \$50,000. “This is a big problem. They have received only one across-the-board percentage wage increase in 10 years, and that was 4 percent,” he added. Being treated without dignity or respect was a close second.

International Representative Paul Bohelski, assisting on the campaign, said: “These are some of the first helicopter pilots ever to organize. It’s just one of the first steps toward raising the living standards for helicopter pilots throughout the United States.”

Hutson said the success was a direct result of the cohesiveness of the pilots who

made up the OPEIU-Offshore organizing committee. They are: Bill Blume (Cleveland, TX); Herbert Broadus (Pensacola, FL); Peter Catalano (New Orleans, LA); Dave Convoy (Broussard, LA); Charles Davis (Houma, LA); William Deaton (Brenham, TX); Kenneth Dewlap (Galveston, TX); Phillip Flint (Pensacola, FL); Oren Fogelsanger (Austin, TX); Charles Gilroy (Pensacola, FL); George Haas, III (Covington, LA); Michael Hassel (San Antonio, TX); Rich LeBlanc (New Iberia, LA); John Liner (Leesville, LA); Walter Linzy (Hamshire, TX); Larry McAdams (Lufkin, TX); Luther Moon (Ozark, AL); John Moore (Bourg, LA); Jim Morgan (Fort Worth, TX); Michael Novosel (Ft. Walton Beach, FL); Joseph Osborne (Abbeville, LA); Jack Payne (Metairie, LA); Barry Schwellenbach (Houston, TX); Robert Slagle (Humble, TX); William Sykes (Patterson, LA); Michael Tracy (Houma, LA); Gilbert Tripet (Beaumont, TX); Dwayne Walters (Newton, AL); and Donald Watson (Slidell, LA).

Local 57 wins union’s highest award

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Specifically they gained new members from:

- * the financial sector;
- * industrial and service sector; and
- * public and parapublic sector.

Also in the professional sector, the Association des juristes de l’Etat (for which Pierre Gingras and Jacques Letendre received the award) joined OPEIU. There are approximately 650 legal writers working for the Quebec Provincial Government.

Michel Lajeunesse, OPEIU Canadian Director and Local 57 Secretary General, said he was very proud of his staff and the volunteer organizers who had worked together to make these victories happen. “We look forward to building on our successes and bringing the benefits of OPEIU membership to additional unorganized workers.”

The Henderson B. Douglas Award for organizing is awarded annually and is named in honor of the first OPEIU Director of Organizing.

Organizing: A Social commitment

Organizing, though it represents a constant and primary activity of all unions, including ours, will be even more so, in the next few years. Mergers, restructuring will put a considerable number of our members in a position where they will be required to choose, by ballot, their union. We will have to work on all fronts simultaneously. This suggests new resources and our primary involvement for the success of the organizing campaigns that we will be launching.

With all the changes, the inequities, the insecurities that exist in the workplaces and in the community, our era should reflect a high level of union organizing and activism. In fact, the trend is a decrease in representation, a lack of involvement from the members, and a lack of efficiency in countering the more or less hostile employers' attacks but always intended at reducing unions' role.

Objective situations play against union recruitment: the propaganda of the new economy echoed by the governments that have kneeled before the financial powers, and the news media that have become the grovelling ventriloquists of the proponents of the ideology of the globalization of markets. These factors encourage individualistic attitudes and create suspicion towards unions.

If we add to these factors the proliferation of self-employment, of yellow company unions, the rise of precarious jobs, and the capacity of employers to quickly deploy new strategies thanks to the new technologies and relocate anywhere in the world, we easily understand why unionization is currently facing new situations, and that we must rethink our organizing approaches.

Surveys show that more than 30% of unorganized workers would like to join a union. Hence, real prospects exist, and it is



Canadian Director Michel Lajeunesse

up to us to get in touch with these men and women that are left alone at the mercy of their employers' arbitrary decisions.

One hypothesis for the brutal and savage world-wide implementation of the new economy (closures, job cuts, massive unemployment, precarious jobs, meager wages), may be that it takes its origin in two countries (United States and England) where unionism has dramatically fallen in the last twenty years. I, for one, am convinced that had the labour movement in these two countries succeeded in maintaining their strength, the resistance of the working people would have strongly worked in favour of a humanization of the upheavals and in favour of social progress.

We must, therefore, not lose sight that unionization is not simply recruiting members for the good of business, but that it is an activity at the very basis of our involvement; we give women and men the opportunity to make their united voice heard on

their destiny. The labour movement is the bearer of a social vision that has to be shared with the greater number.

In this sense, when I see the overwhelming victory of the Teamsters in the United States (UPS), or when I see the mobilization successes of unionized people against the Harris government in Ontario, I tell myself it is time that the labour movement takes the offensive, that it becomes the architect of great victories, that these victories become the union banner under which the unorganized will regroup.

Like the Steelworkers in the twenties in Quebec and in Ontario, we can convince yellow company unions to leave the sphere of influence of their employer and join the labour movement. We can regroup the self-employed workers' associations, and offer them the support they need.

Organizing means being able to negotiate.

We dare say:

- We want more equity and less arbitrary decisions;
- We want more regular jobs and less unemployment,
- More occupational health and safety measures, and less casualties,
- More professional training, and less disqualification, and
- More leisure time, better wages, greater democracy.

This is what we want. This is why the labour movement was born and has grown in the course of this century. This is the heritage we wish to leave to the next generations. This is why we union members want to organize unorganized workers; simply because we want to share what we have: the hope, the myths, the values that we would not sacrifice for all the money of the financial world.

Joseph E. Finley (1919-1997): a champion of workers' rights

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sightful defender of workers rights. He rigorously pursued justice and fairness in the workplace and a better way of life for all working people. He was and is an inspiration to all. He was our historian, our advo-

cate, our adjudicator, our brother and our very gentle friend. May he rest in peace."

The family has asked that any donations be made to the John Kelly Labor Studies Scholarship Fund or the Howard Coughlin Scholarship Fund, 1660 L Street, NW, Suite 801, Washington, DC 20036.



... Joe Finley was very much a part of our union family. His high caliber of work and his depth of thinking were unequaled. Joe was a liberal long before it became fashionable. He was a fighter for women's rights and workers' rights. This union and the women in it owe a great deal to Joe who fought his way to the U.S. Supreme Court and won the right for workers in trade union offices to be covered by the National Labor Relations Act. That victory became the legal foundation for trade union employees to organize and enabled the OPEIU to use that membership base to organize employees in commercial firms and build the union to its current size.

He also broke down barriers of discrimination against women in the Tennessee Valley Authority where he argued in the Judy Hutchinson case that men were favored over women for promotion as a corporate policy. Despite the battery of lawyers that TVA threw at him, Joe single-handedly proved his case and won a \$7 million settlement. We are still granting scholarships today with the undistributed money left over from that case. There were many other victories on Joe's scorecard too numerous to mention in this brief time...

Joe was loved by everyone who knew him and he could talk on your level whether you were a Supreme Court Justice or a mailroom clerk, or whether the subject was the law, a squeeze play in baseball, the odds on a horse race or current political events...

The members of the OPEIU have benefited greatly from their lifetime partnership with Joe and we all will miss him very much. God bless you, Joe, and may you rest in peace.

Michael Goodwin
OPEIU International President

Eulogizing Joe Finley

"We were the first father-daughter team to argue a Supreme Court Case, which we did on behalf of women's rights, in this case at TVA... I'm saying goodbye to my dad in body only. You will be beside me always."

Lucinda Finley, Daughter and Fellow Attorney

"Joe was always compassionate and for the underdog. He wasn't shy about expressing his view. Yet, no matter how deeply he felt, he never argued in an aggressive or belligerent way. Rather he was persuasive and likeable... I'm proud he thought me worthy of being his friend. God bless his memory."

Walter Barthold, Attorney and Friend from Yale Law School

"He was a friend, law partner and compatriot fighting for issues about which we both cared... We both were proud to wear the label 'liberal'... Joe felt strongly about the civil rights movement and pressed the labor movement to take a stronger stand... He was one beautiful man who always found the good in others... working people have lost a true champion."

Howard Metzenbaum, Former U.S. Senator (D-OH)

"He always worked for individual union members and went the extra miles. He never taught by lecture but by example. He didn't demand respect or love; he earned it. One of his finest moments, when he was most moved, was at the 1995 OPEIU Convention. He was last on the dais to be introduced. But when he was, there was a long, sustained, standing ovation... He was my friend as well as my mentor... I knew I could always count on him..."

Melvin S. Schwarzwald, OPEIU General Counsel

Canadian Locals in the News

Canadian locals meet in convention; focus on organizing

Officers from OPEIU locals across Canada attended the Seventh Triennial OPEIU Canadian Convention held in Montreal April 12-13, 1997. The 144 delegates listened to International President Michael Goodwin's address. President Goodwin urged the locals to organize the unorganized, to "grow the union" for the benefit of current and future members.

Michel Lajeunesse, Canadian Director, reported that the ROC program has already produced encouraging results, especially in Ontario where the Central Ontario Council has just organized 1,300 members in the school sector. Lajeunesse chaired the Convention which addressed numerous issues relevant to OPEIU local unions in Canada.

A training session on union organizing took place immediately after the Convention.

Approximately 30 union activists, dedicated to OPEIU and its development, took part. International Organizer Donna Shaffer with International Representatives

Bonnie Strauss and Ron Hutson led the training, whose primary focus is the use of volunteer organizers and organizing strategies.

OPEIU Secretary-Treasurer Gilles Beauregard, CLC Executive Vice President Jean-Claude Parrot and Quebec Federation of Labour President Clement Godbout were among the guests.

Canadian Consultative Committee elections

Delegates attending the 1997 Convention elected by acclamation the following officers to sit on the Canadian Consultative Committee for the next three years: Maurice Laplante (Local 57) and Claude Grenier (Local 434) for Region 1 in Quebec and the Martimes; Jerri New (Local 378) and Barry Hodson (Local 15) for Region 8 in British Columbia and the Yukon; Judy Boehmer (Local 397) for Region 9 in The Prairies; and Ruth Workewich (Local 429) and Lynda Penney (Local 96) in Region 10 in Ontario.

The happiest place on earth

Roméo Corbeil Fund sponsors campers

"Some may say Disneyland is the happiest place on earth, but they're all wrong," says SFL-CLC Summer Camper Kevin Reisinger from Ohio referencing the great week he had at the 9th annual Saskatchewan Federation of Labour (SFL) summer camp.

"This year's camp was the largest," says SFL President Barb Byers. "It was amazing to see the solidarity build between almost 100 people."

The camp, aimed at sons and daughters of trade unionists aged 13-16, focuses on the trade union principles of tolerance and collective action.

The week running August 10-16 was jam-packed with activities as the campers learned about unions, health and safety on the job, tolerance and racism and sexism, and the media's influence.

Jean Francoise Labreque, a member of Free the Children from Ottawa, led a session on child labour and the involvement

of companies such as Mattel and Walt Disney.

A special session was held on "street proofing" which provides the campers skills in self defense.

Children of OPEIU members made this year's camp the first "international" camp. The Roméo Corbeil fund provided transportation and registration for campers from Locals 2 (Washington, DC), 3 (San Francisco, CA), 8 (Seattle, WA), 17 (Cleveland, OH), 95 (Wisconsin Rapids, WI), 268 (Knoxville, TN), 343 (Toronto, ON), 378 (Vancouver, BC), 434 (Montreal, PQ), and 537 (Burbank, CA).

The international campers were joined by eight campers from Local 397 in Saskatchewan.

OPEIU counselors included Yvonne Turgeon, OPEIU's Region IX Organizer, Cara Banks, SFL staff and Local 397 member, and youth counselor Steve Torgerson, son of OPEIU 397 member

Canadian locals experience growth

Marathon Day Care Program employees choose OPEIU

An application for certification was filed with the Ontario Labour Relations Board May 5, 1997, asking that OPEIU be certified as the bargaining agent for the employees of the Marathon Day Care Program.

At a representation vote held May 23, 83 percent of those employees casting ballots chose OPEIU. Sister Joan Johnson deserves special recognition for her efforts in signing up this new group, said Canadian Director Michel Lajeunesse.

Alberton finally gains certification

The employees of the Corporation of the Township of Alberton will soon begin negotiations for their first contract now that the Ontario Labour Relations Board has issued the certificate certifying OPEIU Local 386 as their bargaining agent.

Local 386 filed an application for certification on August 1, 1995. At that time the employer objected to the inclusion of the position of Road Superintendent in the bargaining unit. An inquiry was conducted by a Labour Relations officer and the Board finally released its decision on April 17, 1997.



OPEIU campers are: Eric Anderson, Rhonda Kozak, Lacey and Riley Miller, Jesse Pelletier, Kristal Thorson, Jarod Yamniuk, and Barbara Zerr (Local 397, Sask.), and Marit Baldwin (Delta, BC), Sarah Roberts (Markham, Ont.), Sebastien Bouillon (St. Hubert, Que.), Megan Fitzgerald (Tacoma Park, MD), Matthew McMillan (Waverly, TN), Jesse Cortez (Oakland, CA), Davina Bowman (Lynnwood, WA), and Kevin Reisinger (Elyric, OH) pose with SFL president Barb Byers and counselors Cara Banks, Steve Torgerson, and Yvonne Turgeon.

Ron Torgerson. OPEIU's presence made up one-fifth of the entire camp!

Region IX was proud to be chosen as the location of the camp. This year International Vice President, Nick Kapell led the entire project and coordinated with Secretary-Treasurer, Gilles Beauregard. Nick developed the idea of using the SFL camp for Roméo Corbeil camp teens and

was invaluable to its success. "He worked very hard and dedicated many hours of his personal time for which we are extremely grateful," said Canadian Director, Michel Lajeunesse. Special thanks to the families who housed the campers on their first night in Saskatchewan and the staff and Executive Board of Local 397 for their hard work.

Canadian Locals in the News

Local settles longest strike and averts another; organizes credit union members

OTEU Local 15 members at MacLure's Cabs settle the local union's longest strike, according to Local 15 Business Representative Paul Bjarnason. The strike began January 23, 1996, and ended 17 months "to-the-day" on June 23, 1997.

The employees at MacLure's Cabs are call-takers, dispatchers, mechanics and pump-jockeys. Part of the reason, Bjarnason said, for the length of the strike was that in spite of British Columbia's no-scab legislation, all positions were filled. Various actions at the Labour Board removed a few individual scabs, but others remained.

Wage parity was the strike issue since these are the second lowest paid taxi employees in the area. Bjarnason said the contract goes in the right direction as wages increased from a low of \$.90 per hour to a high of \$2.80 hourly upon return to work. In addition, workers will gain increases of 1.0 percent in each of the contract's two years.

"This was a difficult strike requiring picketers to maintain a 7-day, 24-hour-a-day picket line in the face of abuse from owner-operators and management.

"Who knows how they managed, but manage they did. The picketers returned to work with their pride intact. True working class heroes!" Bjarnason said.

Nanaimo credit union

OTEU Local 15 has narrowly managed to avoid a strike at Nanaimo Credit

Union. Some improvements in the new agreement, said Local 15 President Barry Hodson, were: an additional 30 days annual vacation after 15 years of service; an increase in the employer's contribution to their RRSP, moving from 7 to 8 percent of gross earnings; guaranteed training periods for new employees and training programs for current employees; wages increases in the three years of 1.5, 1.5 and 2 percent respectively; the credit union hiring an outside agency to conduct a complete job review; and improved in-house communications with monthly committee meetings involving the employer and employees from all branches.

Hodson said, "A great deal of work was done in these negotiations by Chief Office Steward Roanna Haggith and negotiating committee members Joanne Dionne, Shirley Dixon, Cheryl Harvey, Susan Toth, Michelle Sterling and Carol Thompson."

Adds more credit union members

OTEU Local 15 is pleased to report that another first agreement has been ratified by the members employed at Maple Ridge Community Credit Union branches 2 at Pitt Meadows and 3 at Maple Ridge, said OTEU Local 15 President and Business Representative Barry Hodson.

This adds an additional 50 new members to our credit union sector, he said. He offered special thanks to the negotiating

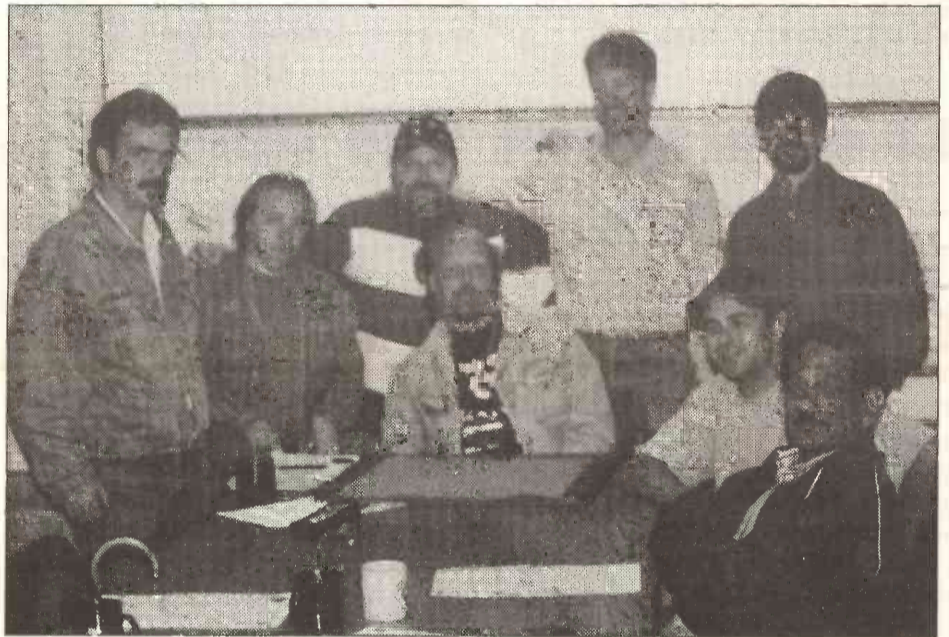
committee: Katherine Crang, Linda Johnson and Michelle Naudi from Branch 2; and Sharon Forsgren, Donna Hall and Susan Jones from Branch 3.

Hodson said this follows a first agreement just one month prior for new members at Chemainus District Credit Union and Chemainus Insurance Agency.

"With mergers taking place in the credit union sector and elsewhere, our executive board, members and organizing

committees are actively campaigning and promoting Local 15," Hodson said.

"Each and every member of our Local 15 has been given a notification that they are our best organizers - not only to gain the best contracts for themselves but, better still, to assist other workers to become unionized. 'What we desire for ourselves, we wish for all,' remains our motto," said Local 15 Secretary-Treasurer Opal Skilling on behalf of the executive board.



Pictured here are the "working class heroes" from MacLure's Cabs. Standing (left-to-right) are Tim O'Reilly, Ruth Millar (negotiating committee), Phil Lochmotov, David Clancy (committee alternate) and Doug Harrison. Seated are Bill Fee (office steward), Peter Cowie and Ved Sharma (negotiating committee).

Canadian locals bargain contracts

Nelson Linen wins wage hike of 6% over two years

A two-year agreement has been ratified by Local 15 at Nelson Linen providing the members with a 6% raise (3% and 3% each year) and 1% into the pension plan.

"Improvements in the benefit package and upgrading of two positions along with a no layoff clause during the term of this agreement, unless the Labour Relations Board determines it is justified, was a major factor in gaining this honorable settlement," reports Opal Skilling, Secretary-Treasurer and Business Representative at the Vancouver, British Columbia local.

Local 397 members at SFL ratify new contract

Members of OPEIU Local 397 at the Saskatchewan Federation of Labour (SFL) have accepted a two-year contract that provides improvements to their pension and welfare coverage and contract language.

The contract expired in December 1996 and notice to bargain was served on the employer on November 28. At the request of the employer, it was agreed that negotiations be delayed until after the first quarter SFL executive council meeting.

The parties rapidly reached agreement on all issues and the membership unanimously ratified the results. A memorandum

of agreement was signed by the parties May 13, 1997, and the new terms and conditions are now in place, said International Vice President Nick Kapell. The agreement is in effect from January 1, 1997, and all wages and benefits are retroactive to January 1, 1997. The new collective agreement runs until December 31, 1998.

Caisse populaire de Vanier strikes

A labour dispute between the 40 Local 57 members and their employer "caisse populaire de Vanier" has been ongoing since June 2, 1997. "While the 'Federation des Caisses de Quebec' pretends that each caisse is free to negotiate its own

contract, it is clear that it is strictly controlling its branches' freedom to negotiate," commented the Unit President Celine Beaulieu.

The issues in dispute are work schedules, wages, training and layoff protection, said Canadian Director Michel Lajeunesse, who also leads the Montreal-based local.

On the organizing front, employees in "caisses populaires" continue to recognize the benefits of unionization and flock to Local 57. Employees at caisse populaire St-Jean Vianney, caisse d'economie du rail, caisse populaire Nazareth and caisse populaire Desjardins St-Louis de France joined Local 57 which already represents more than 2,500 "caisse populaires" employees in the province of Quebec.

Street Heat



OPEIU International President Michael Goodwin energizes union members from a myriad of New York City labor unions. All had turned out to assist the Steelworkers members who struck Wheeling-Pittsburgh for decent pensions. Next to him is TWU President Sonny Hall.

New York rallies for Wheeling-Pittsburgh; strikers win pensions

On July 22, 1997, hundreds of union members turned out to support the striking workers at Wheeling-Pittsburgh and their union, the United Steelworkers of America, against one of the nation's wealthiest companies that had declared war against its workers. Shortly after the massive demonstration the union members won their strike and returned to work.

On October 1, 1996, Wheeling-Pittsburgh Steel forced its 4,500 Steelworkers out on strike over the company's refusal to honor its promise to provide a guaranteed pension. Just three days before the contract renewal deadline, the company abruptly threw down a take-it-or-leave-it list of con-

cessions and refused to continue negotiating. This strike turned out to be the longest in modern steel history, and only finally ended when the company agreed to give its workers the contract they deserved.

Since the strike resulted in the price of WHX stock plummeting, the labor movement appealed to Wheeling-Pitt's largest shareholders, one of whom was Merrill-Lynch.

It was at the Merrill-Lynch headquarters that the labor movement staged its rally.

There OPEIU International President Michael Goodwin in one of the most spirited speeches of the day called on union members to rally behind the strikers, to fight for their right to a decent pension. Goodwin had the demonstrators chanting,

waving flags and signs, and shouting for Merrill-Lynch to force Wheeling-Pitt to settle.

Local 153 members from many offices and shops - GHI, Amalgamated Bank, the hotels, DTC and NYSE, Long Island University, to name a few - were out in force at the demonstration and led by Local 153 Secretary-Treasurer Richard Lanigan. Their signs and t-shirts made them a very visible presence.

AFL-CIO President John Sweeney, United Steelworkers President George Becker and UNITE President Jay Mazur were among those addressing the rally. Sweeney pledged the labor movement's full support until the striking unionists win their struggle.

NJ employees "go union"

Employees at three HIP health centers in New Jersey voted for union representation in three separate elections, giving a huge proverbial "shot in the arm" to the OPEIU Local 153 campaign to bring the benefits of collective bargaining to all HIP employees. "Our campaign has taken a giant leap forward towards accomplishing this goal," said Local 153 Organizer John Lynch.

• July 23, 1997, the 90 technical, service and maintenance employees, as well as the RNs and social workers, employed at the HIP center in Medford, NJ voted in favor of joining Local 153.

• July 24, 1997, employees at the New Brunswick HIP center voted by a margin of more than five-to-one to join OPEIU. The 175 employees are technical and service workers and include LPNs, unit clerks, medical assistants and business office employees.

• The same day as New Brunswick employees voted, so did those in Piscataway who overwhelmingly chose union representation.

Lynch said that having a voice in the workplace was the main reason employees voted "to go union." He continued, "HIP employees have seen changes in their holidays and experienced a wage freeze. What is worse is that without a union contract HIP can unilaterally put changes into effect without notice to employees."

Local 153 voluntary organizing committee (VOC) members were also key to helping HIP employees understand the advantages of joining a union. April King

and Philip Byron from New York HIP were both active in reaching out to New Jersey employees by phone and in person, as was Sandra Genereux from Staten Island Medical Group. Also assisting on the campaign were VOC members Eddie Jimenez (Depository Trust Company), Mary Livoti (Long Island University), and Steve Turkeltaub (Joint Industry Board).

HIP of New Jersey Chief Stewards Carol Rowe and Sylvia Perez pushed the message "Go Union" to employees from the inside. "Having seen the benefits of being union personally, the member organizers are able to use their own experiences to educate non-union employees about what it's like to be empowered by being a union member. This is vital to showing that unions not only make sense in theory, but work in actual practice as well," said Lynch.

There are now six HIP medical centers organized in New Jersey, out of a possible 17. Four of these centers have been organized over a four-month period.

Local 153, representing 18,000 members throughout New York, New Jersey and Connecticut, for many years has represented HIP employees in New York and on Long Island.



HIP New Brunswick organizing committee.

UPS victory scores one for all working Americans and organized labor

"We have all won with this new UPS contract," stated OPEIU International President Michael Goodwin. "The UPS strike was a fight for better jobs for all working Americans. It was waged for us by the Teamsters, supported by the entire labor movement and the general public. I have rarely seen a labor struggle galvanize the American public in the same way."

When the Teamsters struck UPS, four-fifths of the new jobs created by the company since 1993 had been part-time and 57 percent of the total workforce was part-time. About 6,600 of those part-timers worked more than 30 hours a week, according to UPS figures.

But, now, under a new five-year agreement reached in August, UPS has agreed to create 10,000 new full-time jobs nationwide by combining existing part-time positions. That's in addition to the 10,000 full-time jobs created through normal attrition.

The workers also won pension improvements, wage increases, limits on subcontracting and safety protections.

Analysts are calling the contract an upward turning point for all of organized labor.

Public support

The strike also focused public attention on the part-time worker issue. Part-timers made up 18.3 percent of the nation's workforce in 1995. More than 23 percent of those part-timers were involuntary; that is, they wanted full-time work. Of these part-time workers, only 37 percent are covered by a pension plan, only 19 percent get health insurance, and only half get paid vacations.

The issue caught the attention of a public uncertain about the economic future and insecure in their own employment status. Many could relate to workers struggling to support families, with inadequate wages and few benefits.

The Teamsters estimate that 20,000 UPS part-time workers now will be able to move up to full-time jobs under the new contract.

OPEIU support

OPEIU members joined the struggle by walking the UPS picket lines throughout the country. In a special showing of solidarity, 80 OPEIU Local 98 members who work at UPS in Cincinnati, Ohio, led by their President Mel Koenig, honored the Teamster picket line throughout the strike.

In a letter to Teamster President Ron Carey, OPEIU President Goodwin said, "I want to tell you how proud we are of the fight you are leading at UPS on behalf of American families. This is a fight that requires all 13 million members of the AFL-CIO to hang together or surely we will all hang separately."

Goodwin said that in reality it was the fight of all working people, not only labor union members, since the struggle the UPS strikers waged against part-time work was one affecting all workers. "The trend to part-time work, where companies somehow justify paying vastly reduced rates and benefits, is a threat to the living standards of American workers and their families. People simply cannot live on these wages."

"Round one of this fight belongs to us - working families - and we have the UPS workers and the Teamsters to thank," Goodwin concluded.

Union Plus Credit Card Scholarships awarded to two OPEIU recipients

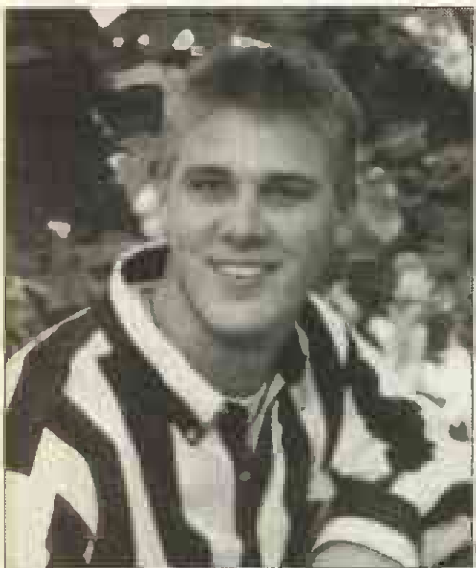
Union Plus Credit Card Scholarships have been awarded to two students representing OPEIU. The scholarship recipients were chosen from a pool of over 10,000 applicants and were among 105 award winners representing 34 AFL-CIO unions. A total of \$152,000 in scholarships was awarded to students this year.

The OPEIU recipients are Dana Cook of Jay, Maine, daughter of Local 442 member Donna Cook, and Derek Martinez of Lake Park, Minnesota, son of Local 12 member Diana Martinez. Martinez was presented with a \$3,000 award, while Cook received \$2,000.

Union commitment a factor

The 1997 Union Plus Credit Card Scholarship recipients are a diverse group, ranging from high school valedictorians to union members who are undergoing retraining for new careers to students with disabilities. However, qualities the recipients all have in common include an outstanding academic track record and an understanding of and a commitment to the labor movement - factors that figured highly in determining who would be chosen. It is clear from the following that our two scholarship winners have that commitment.

Dana Cook



Dana Cook has high aspirations. Having graduated first in his high school class with a perfect 4.0 grade point average, he has set his sights on studying chemical engineering, with the goal of eventually working for a Maine-based paper or chemical company. And he is already well on his way to achieving that goal.

While in high school, he was chosen to participate in the school's Educational Enrichment program, which allowed him to spend time at an International Paper plant near his home and participate in discussion groups about community environmental education. He also has spent time in International Paper's mill laboratory "learning more about the paper-making process and its

effect on the environment and the community," and he participated in a job-shadowing program with a chemical engineer who specializes in working with paper machines.

Once he has received a master's degree in chemical engineering, Cook would like to further his education by studying either business administration or law, and he would also like to run for political office someday.

Cook has a firm sense of social commitment and strong leadership skills. He was president of his high school class for three years and served as co-captain of the soccer and basketball teams. He also participated in his school's Big Brothers program, "which made me realize how much we have to interact and become involved in our society," he writes in his scholarship essay.

Cook's appreciation of unions was fostered by his parents, both of whom are strong unionists. "I personally became an avid union supporter during 1987 when my father's union, United Paperworkers International Union (UPIU) Local 14, went on strike at International Paper in Jay, Maine." It was a difficult time for his family because his father was out of work, he writes, "but during that time, I started to attend union rallies with my parents, and now I speak in support of the union on my own, without any outside influence."

Cook now attends the University of Maine at Orono. His mother is a member of OPEIU Local 442.

Derek Martinez



Derek Martinez is a young entrepreneur. At the age of 12, he turned his hobby of collecting sports memorabilia into his own company called D.M.'s Collectibles, and began selling his collectibles at sports card shows and auctions. In high school he continued to develop his business acumen by enrolling in business classes and was awarded a \$1,000 Junior Achievement scholarship for his role as vice president of marketing for a class-project company called "Cooperative Associates." And as he enters college, he has set his sights on the

Preferred Admission Program at the University of Minnesota's Carlson School of Management in Minneapolis, MN, which has a reputation as one of the country's leading business education schools.

Having come from a strong union family, Martinez has seen firsthand the benefits of union affiliation. His mother Diana is an OPEIU Local 12 member; his grandfather, now 78 and retired, still pays dues to Ironworkers Local 535; and his grandmother was a member of the International Brotherhood of Electrical Workers from 1962 to 1984 when she retired.

Martinez also is personally aware of "the lack of union representation on benefits and job security." His father, who worked for a nonunion company for 10 years, was laid off, and "without the protection provided by a union, the seniority system was circumvented," he writes in his essay. "Employees with less service time in the company (and lower wages) were kept, while employees with longer service and higher wages were laid off."

The contrast between his parents' experiences has fostered in Martinez both a deeper respect for unions and an appreciation of the important role they play in society. "I think unions must continue to be organized and be maintained by employee participation," Martinez continues. "As our society becomes more complex and we are more susceptible to disruption in our jobs (at all levels of employment), it is extremely important that we have unions representing us in labor-management relations. Without union representation, our future will always be contingent on a company's illusion of job security."

Evaluation criteria

The Union Plus Credit Card Scholarship Program is open to students attending or planning to attend a four-year college or university, a community college, or a technical college/trade school. Scholarship applicants are evaluated according to academic ability, social awareness, financial need, and appreciation of the role of the labor movement. Program judges included representatives from the United Negro College Fund, the American Association of State Colleges and Universities, the National Association of Independent Colleges and Universities, and the American Association of Community Colleges.

1998 application information

Applications for the 1998 Union Plus Credit Card Scholarship Program will be available in September. Persons interested in receiving 1998 scholarship applications should send their requests on a postcard, with their name, phone number and return address clearly printed on it, to Union Plus Credit Card Scholarship, P. O. Box 9389, Minneapolis, MN 55440-9389. The appli-

cation deadline is January 31, 1998. Scholarship recipients will be announced May 31, 1998.

1998 Union Plus deadline: January 31, 1998

Union PlusSM Credit Card Scholarship Applications Available

Applications for the 1998 Union Plus Credit Card Scholarship Program are now available. Now in its seventh year, this highly successful Union Privilege program again will provide \$150,000 in awards to students representing AFL-CIO unions.

The program offers one-time cash grants of \$500 to \$4,000 to help defray the costs of higher education. Union members as well as their spouses and their children who meet the following criteria may apply for a Union Plus Credit Card Scholarship:

Eligibility Guidelines

- The Applicant is a union member, or the spouse or dependent child (as defined under IRS regulations) of a union member.
- The member has belonged for one continuous year (satisfied by May 31, 1998) to a union participating in the Union Plus Credit Card Program. The member does not have to have a union credit card to apply for the scholarship.
- The applicant must be accepted into an accredited college or university, community college, or recognized technical or trade school at the time of the award.
- The applicant cannot be a graduate student.

Award Criteria

Awards are based on academic achievement and potential, character, leadership, social awareness, career goals and financial need. Applications are judged by a committee of impartial post-secondary educators. Over \$790,000 in scholarships have been awarded since the program began in 1991.

To receive an individual application please send in a postcard with your name, address, telephone number and international union name affiliation to:

Union Plus Credit Card Scholarship
P.O. Box 9389
Minneapolis, MN 55440-9389

Completed applications must be postmarked no later than Jan. 31, 1998 to be considered.



Editorial



Remembering OUR Roots

by Michael Goodwin, International President

While recognizing the success that we have achieved over the years, it is important to remember the contributions made by our members in the trade union offices. The roots of our organization were formed by these activists long before employees in commercial firms started to join in large numbers. There are still many members with enough years of membership to recall some of those early days.

When we were first chartered by the American Federation of Labor, our name was Office Employees International Union (OEIU). It wasn't until years later that the "P" was added as professional employees sought representation. The original charter was presented by AFL President William Green in Cincinnati, Ohio in 1945 as he said, "We have been making office workers conscious of the necessity to become organized along with other wage-earners of the nation and salary-workers in all activities, in order to improve their standards of life and living. It is the only solution of the problem. The workers in every line, I care not whether it is skilled or unskilled work, whether it is the white collar workers or whether it is the professional workers, the need for organization has developed as our economic life has grown and expanded and as our nation itself has developed and grown from a comparatively small nation to one numbering now almost two hundred million people. And, as the population increases and as our economic structure grows and expands and as our nation grows and expands, the need for organization will grow in a corresponding way, because the workers — so many of them — will find it necessary to become united; mobilizing all the strength they have — their industrial strength, their social strength, in an effort to lift their standards of life and living to higher levels. There is no other way."

He was speaking to a newly formed International Union with most of the local unions representing trade union employees. These members were a big part of our found-

union offices. We should be thankful to those early pioneers for blazing the way and making it a little easier for those that followed. But the tradition of contributing for

stand, perhaps better than anyone else, how important the growth and success of the organization is. They know the "big picture" because they are working in and alongside other unions who together realize that the AFL-CIO must grow, in any way it can, if we hope to carry out the words of wisdom from William Green in 1945. There's no question that 13 million members or 15% of the workforce is not enough insulation between greed and our standard of living. We need more.

We need to involve our trade union members in larger numbers and to a greater extent in organizing and political matters. The knowledge they have is invaluable and we need to have them continue to work on our organizing campaigns, legislative and lobbying, and in any way that they can be helpful. Working together with the activists from our public and private sector groups, trade union employees make an important contribution in the tradition of the original pioneers. We must reach out and ask them for their greater involvement. I'm sure that if you ask them to share their knowledge and experience they will gladly comply. Our work is cut out for us in the future but we must always "Remember our Roots."

"The workers in every line, I care not whether it is skilled or unskilled work, whether it is the white collar workers or whether it is the professional workers, the need for organization has developed, as our economic life has grown and expanded."

*William Green, President AFL
Cincinnati, Ohio, 1945*

dation and paid the dues so the rest of us could be organized. Much of what we enjoy today can be traced back to the organizing tools made available by members in trade

the good of all didn't stop — it continues right up until today. Month in and month out, trade union members pay their dues and demand little in return. They under-

Season's Greetings

On behalf of the officers, field staff and employees, we wish you and your family the very best of health and happiness during this holiday season and the coming year.

We thank you for your support of our efforts and are proud of you for the hard work you do day-in and day-out to make life a little better for all.

We look to 1998 as the year of our greatest achievements!

Happy holidays to one and all.

Michael Goodwin
President

Michel Lajeunesse
Canadian Director

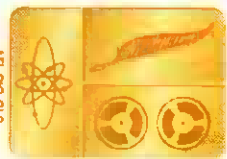
Gilles Beauregard
Secretary-Treasurer

Executive Board

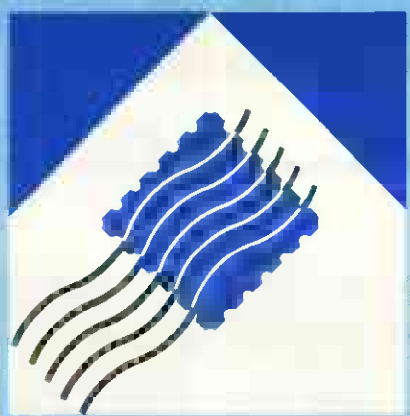
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Nick Kapell

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J. B. Moss

Anita Roy
Gerald Skrzeczkowski
Ron Tuckwood
Patrick Tully
Cathy Wittenbrook



Letters to the Editor



Again, we reprint letters from our members on various issues. We invite our readers to continue to share their opinions with us, whether in support of or in opposition to our own. Debate is healthy and welcome in this union. Letters are edited for length only, not content. Remember: anonymous letters will not be printed. You can also reach us on the Web: <http://www.opeiu.org>

Organizing slogan

One member sent the following slogan on organizing - using the AFL-CIO letters. We think it is terrific.

If you are looking for A Firm Leader to Combat Injustice and Oppression, you are looking for the AFL-CIO.

Sandra Trosclair
Local 383
Baton Rouge, LA

Regional training programs

The training was VERY GOOD, in fact, I thought it the best training yet!!! Convention here we come!

Carole Brannon
President, Local 381
Oklahoma City, OK

The threat of hepatitis C

Dear Editor,

As an OPEIU member, I feel this issue affects many of the membership and should be brought to everyone's attention.

Recently the National Institute of Health held its first ever Consensus Conference to stimulate action on hepatitis C, a major public health threat. The American Liver Foundation is urging everyone to learn more about this potentially fatal disease and to get tested.

Nearly 4 million people are infected with hepatitis C, 1.8 percent of the population. Hepatitis C is a virus that attacks the liver and becomes a chronic infection in 85 percent of the cases. Untreated, the virus can lead to scarring of the liver (cirrhosis), liver failure and liver cancer. It is the leading cause of liver transplantation. At present 8,000 people die each year from this disease and this number is expected to triple in the next 10 to 20 years.

As many as 75 percent of those infected are not being diagnosed and treated because hepatitis C does not cause well-defined symptoms until many years after the initial infection when permanent liver damage has already occurred. People who have been exposed to blood or blood products should be tested and discuss their treatment options with a physician.

People who are at risk can include any of the 300,000 Americans who received blood transfusions prior to 1990 when a test was developed to screen for hepatitis C. This includes anyone who has worked in an occupation (many represented by OPEIU) that exposed them to needlesticks or other sources of contaminated blood. For example, police officers, correctional officers and supervisors, nurses, physicians, lab techs, emergency medical technicians and paramedics, and other related health care and custody occupations would be at risk.

Hepatitis C can be transmitted by handling personal items such as nail clippers, toothbrushes, nail files, etc. Unprotected sex with multiple partners, experimenting with illicit intravenous drugs or snorting cocaine also put people at risk. The hepatitis C virus is extremely robust and it is to everyone's advantage to do all that they can to protect themselves against this deadly disease. No vaccine is available at this time.

Your local health department should have current information on others who may be at risk and important facts on this disease. In the face of this mounting public health crisis, our public officials and employers need to do more to inform people of this risk and support more research on this potentially deadly disease.

Until last year, the Federal Government directed only \$1 million to find a cure for hepatitis C, only \$25 for each victim. We need more research to save thousands of lives over the next two decades. After working almost 20 years in a correctional facility, I never would have guessed that hepatitis C would be the disease that would abruptly end my career and make me a candidate for a liver transplant. It can happen to anyone.

Dee A. Reeder
Local 512, Ionia, MI



Here with President Michael Goodwin at the Southwest-Southeast Regional Conference in San Antonio, Texas, were Local 420 members Ann Clement, Susan Moak, Theresa Harrell (President), and Sibylle Barton.

International assistance

I just want to let you know how much I appreciate the assistance and support of our International Union, especially our Representative Paul Bohelski.

When Susan, Ann, Sybille and I met with you in San Antonio (see picture here), we expressed concerns about our local. The past several months have been difficult, but the outstanding assistance and support from our International Union has been tremendous! I cannot begin to tell you what the encouraging letter Mr. J.B. Moss [OPEIU Vice President] sent meant to me, as well as, the support of Mr. Gilles Beauregard [OPEIU Secretary-Treasurer], Paul Bohelski and Bill Kirby [retired OPEIU International Representative].

Theresa S. Harrell
President, Local 420
Pine Bluff, AR

WHITE COLLAR

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

MICHAEL GOODWIN
President

GILLES BEAUREGARD
Secretary-Treasurer



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Managing Editor

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Salute to America's
**WORKING
FAMILIES**

Wheel of Fortune



This is a photo of Rebecca Carballo, OPEIU Local 29 member from Hayward, California, with her brother Steve Klups. Carballo and Klups competed on the Wheel of Fortune Salute to America's Working Family series, against other union members for Union Made-in-the-USA prizes. The series was taped at the Ohio State Fair on August 1, 1997, before an audience filled with thousands of union members cheering these contestants. The series aired on Labor Day September 1 to September 5, 1997.

"Americans are working harder and smarter than ever before. We think a salute to workers, their unions and the products and services they provide our society is a fitting tribute to offer on Labor Day," said Wheel of Fortune producer Harry Friedman.

And we are very pleased to report that member Carballo won more than \$20,000 and a union-made Harley-Davidson motorcycle, for which she is now studying to get her license.

Work and Health

Your Eyes and Ultraviolet Radiation

by Phillip L. Polakoff, MD

Are you a welder or medical technologist?

Do you work in the field of graphic arts or the manufacture of electronic circuit boards?

Is a lot of your work outdoors, or do you spend a great deal of the time outdoors?

If one or more of these factors fits you, you could be in a higher risk category for eye damage from ultraviolet (UV) radiation.

Researchers have yet to determine the extent to which UV exposure may be harmful, but certain occupational, lifestyle and environmental factors put some people at greater risk than others.

UV radiation is a component of solar energy. It is also emitted by artificial sources such as welding arcs, laser and tanning lamps and, in smaller amounts, by various artificial light sources.

Skin sunburn is the most common concern about too much UV radiation exposure. But over time, too much UV may cause serious eye problems. And that's our main focus here.

UV radiation can have both long-term and short-term effects on your eyes.

The most common short-term effects are called "welder's flash" and "snow blindness." Both result from exposure to excessive amounts of UV radiation over a short period of time. It's like a severe sunburn to the eyes.

Both "welder's flash" and "snow blindness" have similar symptoms. They include red eyes, a gritty feeling like you have a foreign body in your eye, extreme sensitivity to light and excessive tears.

Although both conditions may be painful, they are usually temporary and rarely cause permanent damage to the eyes.

The long-term effects of any UV radiation, on the other hand, develop slowly and painlessly. Unfortunately, they can impair vision

and, in some cases, cause partial loss of vision.

Research growing out of the U.S. space program shows that exposure to small amounts of UV radiation over a period of years may be one of the causes of one type of age-related cataracts.

It is also known that similar exposure to small amounts of UV can damage the eye's retina. This is the delicate, nerve-rich lining at the back of the eyeball used for seeing. This retinal damage is usually irreversible.

Experienced welders know how to protect their eyes from the intense arc flash by using proper eye protection equipment.

For other workers whose main exposure is from sunlight, protection is even simpler, but often neglected for that reason, because they underestimate the power of the sun's rays.

You can protect your eyes from UV radiation damage outdoors by wearing sunglasses that block or absorb the full range of emissions. You should wear these sunglasses on bright, cloudy days as well as sunny ones because clouds do not block UV radiation.

If you have had cataract surgery, find out if your lens implant provides UV protection. Some of the newer lenses do. If yours does not, your optometrist can prescribe specially treated eyeglasses or contact lenses to protect your eyes from UV radiation found in indoor lighting.

Some prescription drugs can also increase your sensitivity to UV radiation, particularly those containing tetracyclines. Ask your optometrist, pharmacist or physician before taking prescription drugs.

An eye checkup every year is also a good investment in eye health.

If you have any questions, or suggestions for future articles, write to me at IHMA, 2200 Powell St., Watergate Tower II, Suite 395, Emeryville, CA 94608.



Washington Window

Robbing the rich to give to the poor

Robin Hood in days of yore robbed from the rich to give to the poor. But congressional Republicans in modern days rob the poor to give to the rich.

That's the only conclusion that can be drawn from a new study by two non-partisan think tanks, the Center on Budget and Policy Priorities and Citizens for Tax Justice.

Ordinarily, the center focuses on the impact federal spending decisions have on working families, the poor and others, while CTJ focuses on who tax bills help and hurt. The two pooled their resources and their focus in this study, investigating what the combination of this year's GOP tax bill, this year's GOP budget bill and last year's GOP welfare bill would mean for all income groups in the U.S. The picture isn't pretty.

The three pieces of legislation have either passed (welfare) or are going through (budget and taxes) Republican-run Congresses. Between cuts in aid to the poor and generous tax giveaways to the rich - in estate taxes and capital gains breaks - they leave the poorest families with less money, in literal dollars, than before. And they leave the richest fifth of U.S. families, and especially the richest one percent, with more.

"When the tax and mandatory spending (i.e. welfare) changes . . . are fully implemented, the legislation would decrease the average income of the poorest 20 percent of the population by 0.7 percent," the two organizations report. In dollars, those poorest families would pay \$16 per year more in taxes than before, and would receive \$48 per year less in benefits. Those families lost one-sixth of their income since 1977.

The working class and the broad middle class wouldn't fare much better. The next-poorest fifth of the nation's families would pay \$102 less in taxes, but receive \$112 less in benefits, for a net loss of \$10. The working class also lost money since 1977, figures show.

The middle 40 percent of the nation's families would come out slightly ahead. Their taxes would decline more than their benefits would, so they would receive between \$151 and \$243 more per family than they did before, if the Republican welfare, budget and tax bills

all become law. Since 1977, their incomes rose, net, between 1 percent and 4 percent over the era.

So guess who reaps the real reward? Right. The richest fifth of the nation's families, and especially the richest one percent - those with six-figure incomes. Each family in the richest fifth would receive a \$2,656 tax cut, thanks to the Republicans' virtual elimination of estate taxes and sharp cuts in capital gains taxes. Since their benefits from the social programs are negligible, that richest fifth winds up with a net \$2,570 gain. Their incomes rose by one-quarter since 1977.

The richest one percent would get a \$27,155-per-family tax cut under the GOP plans, and would net \$27,108, the analysts found. That's on top of their 72 percent income gain since 1977.

Why are the rich getting all the benefits from the combined tax cut, budget bill and welfare reform? Two reasons:

- The tax cut is heavily skewed towards the rich, by cutting capital gains taxes on stocks, bonds and other assets, and by virtually eliminating estate taxes. Congressional Republicans propose two capital gains cuts, the report notes: a rate cut to 20 percent, lower than the rate middle-class taxpayers pay on their income, and exempting half of a gain from inflation.

- The \$500-per-child tax credit, touted by the GOP as a cut for the middle class, isn't. It only offsets income taxes up to the maximum owed. If a two-child family owes \$750 in taxes, the credit gives them \$750, not \$1,000. If they owe zero, they get zero. And the credit does not offset what is now a bigger chunk of many workers' paychecks: payroll taxes.

Unfortunately, President Clinton signed the GOP welfare bill and wants to exempt 30 percent of a capital gain from sales of assets held longer than a year.

But Americans appear to be wiser about the Republicans' legislation. Three GOP pollsters told the Republican National Committee that "The response in general to all the GOP efforts to cut taxes: They benefit the rich." Those pollsters are saying something: Congress . . . may want to rob the poor to give to the rich. The people don't.



1997 regional conferences

Back by popular demand: steward training & arbitration

Grievance handling and arbitration are among the most basic and important of the jobs within the labor movement, up there with organizing and collective bargaining. They are what we do on a day-to-day basis in representing our members — enforcing the contract and advocating for members through the grievance procedure and arbitration process. And they are among the most popular subjects, frequently requested by locals, for our training programs.

Members received instruction on identifying grievances, investigating a case, types of evidence, the art of case argument, criteria used by arbitrators in reaching decisions in discipline and discharge cases.

The first two 1997 regional education conferences offering this training were well-attended and well-received. Participants actively engaged in exchanging information, roleplaying, and case studies. Evaluations of both programs — West/Northwest and Southwest/Southeast — were filled with praises for the subject matter, the quality of instruction and the format.

Just a few comments from participants at the conferences included:

- Keep up the good work!
- We need more time. Everything was great!
- It helped to have a lot of laughs flowing. Kirsten (an instructor) was a lot of fun and easy to listen to.
- Very informative, learned a great deal and had fun!
- Team building was excellent. The skits were great. I think overall you learn more from this kind of workshop. Instructor was excellent.
- Lots of material in a short time span.



Vice President Kathleen Kinnick and retired California Federation Treasurer Jack Henning just following Henning's luncheon address to conference delegates.

- Enjoyed the interaction of group — made information come alive.
- I think June (instructor) covered everything and did an excellent job.
- I think it's excellent when international officers attend and participate in lectures.

Invariably people wanted more of the same, more time, more roleplaying, more training in general, more often. There is clearly a thirst for knowledge and education among our activists and members, which our local unions and international plan to

satisfy whenever and wherever possible, said International President Michael Goodwin.

Southwest/Southeast

Members from the Southwest and Southeast regions met in San Antonio, Texas, from May 16 to 18, 1997. The turnout from our locals was excellent and included Locals 21 (Atlanta, GA); 27 (Galveston, TX); 46 (Tampa, FL); 66 (Port Arthur, TX); 73 (Jacksonville, FL); 87 (Lake Charles, LA);

100 (State of Florida); 119 (Chattanooga, TN); 120 (San Antonio, TX); 129 (Houston, TX); 179 (Chattanooga, TN); 251 (Albuquerque, NM); 268 (Knoxville, TN); 277 (Fort Worth, TX); 298 (Austin, TX); 303 (Texarkana, TX); 306 (Amarillo, TX); 320 (Kansas City, KS); 367 (Memphis, TN); 381 (Oklahoma City, OK); 383 (Baton Rouge, LA); 420 (Pine Bluff, AR); and 2001 (Little Rock, AR).

Instructors for the training program were June McMahon for steward training and grievance handling, and Fernando Gapasin for basic arbitration. Both are on the faculty at UCLA's Center for Labor Research and Education.

West/Northwest

From June 6 to 8, 1997, the following local unions met in San Francisco, CA: 3 (San Francisco, CA); 8 (Seattle, WA); 11 (Portland, OR); 29 (Oakland, CA); 30 (Los Angeles and San Diego, CA); 174 (Los Angeles, CA) and 537 (Burbank, CA).

Kirsten Snow Spalding, labor policy specialist at UC Berkeley's Center for Labor Research and Education, taught steward training; while Albert Vetere Lannon, faculty member at Laney College, taught basic arbitration.

Members were honored to also be addressed by former Treasurer of the California Federation of Labor Jack Henning, who is also a long-time member of OPEIU. Henning gave a rousing lunch-time speech on the benefits of unionization, saying in part, "But for the American labor movement, capitalists — who are predators — would ravage the American worker. Because of unions, good employers are compelled to be good."

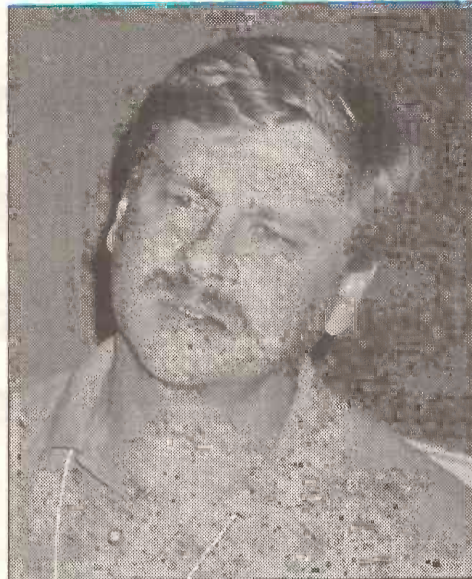


Conferees in San Antonio, Texas play an arbitration case.



Union participants work on steward training in groups in San Francisco, California.

Faces of more union activists



President Goodwin reports union progress over last two years

International President Michael Goodwin attended both conferences, meeting with individual unions and members at "Meet the President" hours, which have become a popular feature of OPEIU's regional conferences. These sessions with the president allow members to get to know him better, as well as allowing him to become better acquainted with the gains and problems our local unions are experiencing. They have been very productive for everyone.

Goodwin updated the locals in the respective regions on the international's progress and gains. He began by filling them in on political achievements, like the 1996 elections when the labor movement "pulled it all together," when one out of four voters were from union households. "Unions, like ours," he said, "did a good job getting the message out." OPEIU put 30 full-time staff into the field to work on electoral campaigns. As a result we were

able to elect Loretta Sanchez in Southern California, he noted as an example.

He also pointed out that we won on three major pieces of legislation: defeat of the Team Act which would have allowed company unions, a victory on winning an increase in the minimum wage, and defeat of a national right to work law - also known as the "National Free Loaders Act," according to Senator Ted Kennedy.

An activist organization

"OPEIU is now represented on the prestigious AFL-CIO Executive Council," Goodwin said. "And that's because we have become more of an activist organization." We've marched and rallied to make gains for workers under attack: in Watsonville for the strawberry workers, in Los Angeles for the Otani Hotel workers, in New York for the Western Beef and the Wheeling-Pittsburgh workers.

Organizing and representation

"I want to see this union grow and take its rightful place as one of the most progressive unions in the labor movement," he added. To that end, the union under his direction established the Regional Organizing Cooperative program and hired 10 new organizers who are all actively engaged in organizing campaigns throughout Canada and the U.S.

Also under his leadership, the OPEIU executive board will recommend to the 1998 convention the expansion of the board by an additional three seats to be filled by the convention after considering the gender and ethnic makeup of the board - meaning more women and minorities. "Through this expansion OPEIU will have the highest percentage of women on its board of any AFL-CIO union, tied only with the Teachers," Goodwin noted.

4th Annual John Kelly Labor Studies Scholarship

Deadline: March 1, 1998

In memory of John Kelly, OPEIU International President since 1979 who died on March 10, 1994, the International Union Executive Board established a new scholarship fund in his name. "John Kelly was totally committed to education and training for working people, most particularly our own members," said his successor President Michael Goodwin. "It was during John's presidency that the union began the Howard Coughlin Scholarship Fund, added and expanded union training programs for members, officers and staff," Goodwin said.

However, whereas that fund is open to members and their children for any university/college study, the John Kelly Labor Studies Scholarship Fund is dedicated strictly to OPEIU members who desire to pursue studies and a career in labor relations. This is the fourth year it will be awarded.

"We owe so much to John Kelly and are very pleased to memorialize him in this way," said Goodwin.

The rules for that scholarship follow:

Rules

Ten (10) scholarships per year will be awarded on the basis of at least one (1) per region and not to exceed one (1) per family. Applications are open to members or associate members in good standing for at least two (2) years. All applicants must meet the eligibility requirements and comply with the Rules and Procedures as established by the OPEIU Executive Board. Each scholarship has a total maximum value of \$2,000.

Eligibility

The applicant must be:

- a member of OPEIU in good standing or an associate member; and

The applicant must be either an undergraduate or graduate in one of the areas of study below:

- Labor Studies
- Industrial Relations
- Social Science or a related field

Procedures

Each applicant must file an official John Kelly Labor Studies Scholarship Program application. Application forms must be endorsed by the local union president or secretary-treasurer attesting that the member or associate member is in good standing and has been a member for at least two (2) years. Such endorsement must be obtained before the application is submitted.

Forms

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

Applications

All applications must be received at the Secretary-Treasurer's office of the International Union, 1660 L Street, N.W., Suite 801, Washington, DC 20036, no later than March 1, 1998.

Requirements

High School Transcript — All applicants are required to submit their high school transcripts. High school transcript *must* show rank in class or rank in class must be provided.

College Transcript — If presently enrolled in a college, university or a recognized technical or vocational post-secondary school as a full-time student, applicant is required to submit transcript, along with their high school transcript.

Essay — All applicants are required to submit an essay on their occupational goals (300 to 500 words).

Statement of Intent — All applicants shall be required to submit a statement of intent to remain within the OPEIU for a period of two (2) years.

All requirements are due at the Secretary-Treasurer's office no later than March 31st of each year.

Selection of Scholarship

The selections shall be based on recommendations of an academic scholarship committee. Announcements of the winners will be made during the month of August of each year.

Address all inquiries to:

Office and Professional Employees International Union
John Kelly Labor Studies Scholarship Fund
1660 L Street, NW, Suite 801
Washington, DC 20036
Phone: (202) 393-4464, Fax: (202) 347-0649

* Deadline for applications and requirements have been extended

OPEIU Announces 11th Howard Coughlin Memorial Scholarship

Twelve (12) full-time and six (6) part-time scholarships will be awarded. Applications are open to members in good standing, or associate members, or their children, all of whom must meet the eligibility requirements and comply with the rules and procedures as established by the executive board. Each full-time scholarship has a total maximum value of \$4,000; each part-time up to \$2,000.

These scholarships for members in the United States (Canada has its own scholarship program) are limited to at least one per region in the U.S. and one per family.

New Part-Time Scholarship Created

The Executive Board at its June 1996 meeting approved converting two (2) full-time scholarships into four (4) part-time scholarships and to add two (2) additional part-time scholarships for a total of six (6) part-time scholarships.

One of such part-time scholarships will be awarded in each region in order to reach a greater number of members. Full-time scholarships are generally awarded to children of members.

The following rules shall apply to part-time scholarships:

- part-time scholarship is defined as a minimum of three (3) credits and no more than two (2) courses.
- part-time scholarship award shall be up to \$500 per year for a maximum value of \$2,000.
- in the event that the student does not attend a college/university each semester, they have two (2) years maximum to use the part-time scholarship.
- if the student becomes a full-time student, while receiving a part-time student status scholarship, the scholarship will be revoked, and they will be able to apply for a full-time scholarship.
- part-time scholarship awards shall be subject to all other eligibility rules under the Howard Coughlin Memorial Scholarship Fund.

The Howard Coughlin Memorial Scholarship Awards, therefore, shall consist of twelve (12) full-time awards and six (6) part-time awards.

Eligibility

An applicant must be either:

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

An applicant must be either:

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

Procedures

Each applicant must file an official OPEIU scholarship program application. Application forms must be endorsed by the local union president or secretary-treasurer attesting that the member or parent of an applicant is in good standing or an associate member. Such endorsement must be obtained before the application is submitted.

Forms

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

Applications

All applications must be received at the Secretary-Treasurer's office of the International Union, 1660 L Street, N.W., Suite 801, Washington, D.C. 20036, no later than March 1, 1998.

Requirements

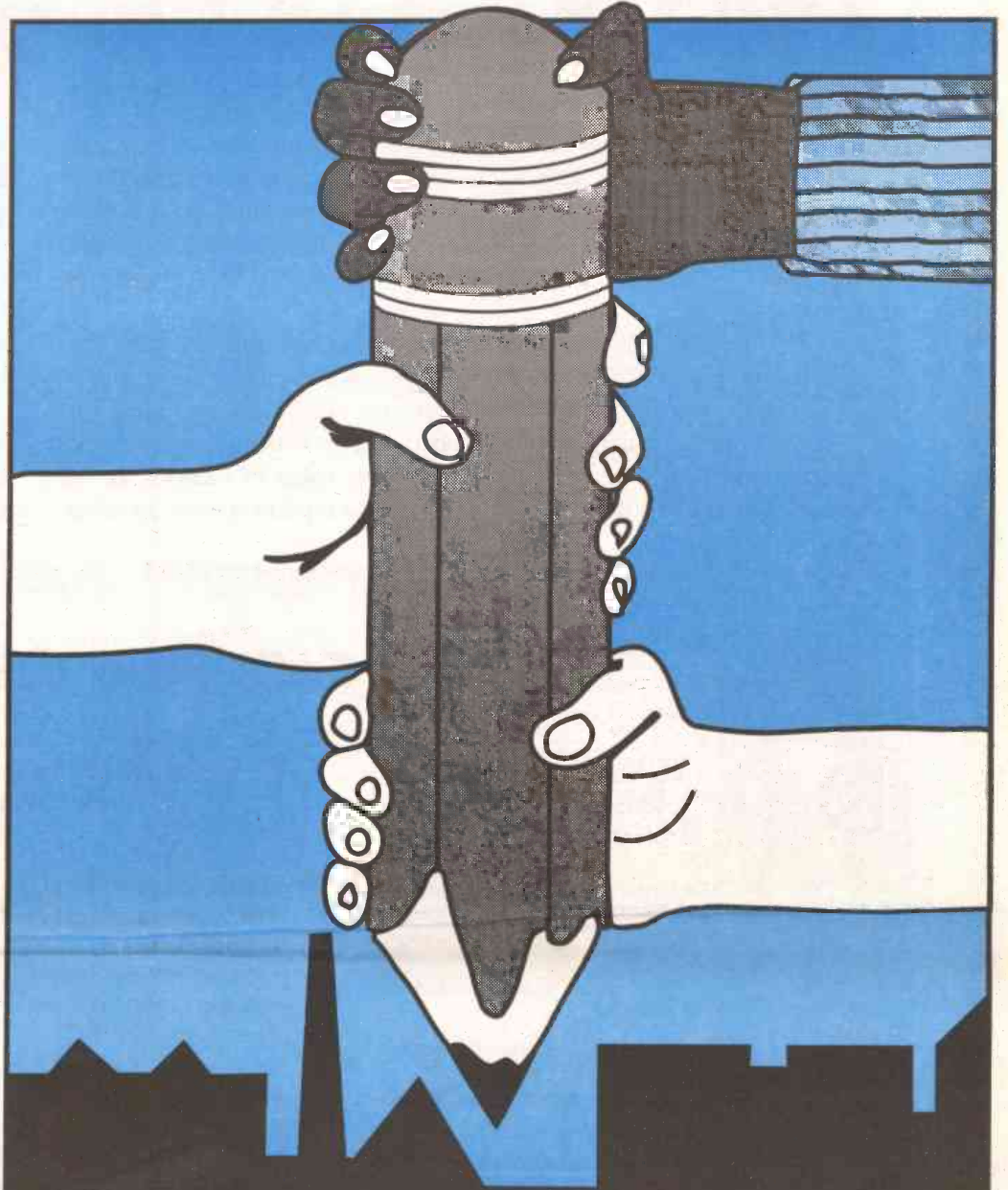
High School Transcript — All applicants are required to submit their high school transcript. High school transcript must show rank in class or rank in class must be provided.

1. College Transcripts — If presently enrolled in a College, University or a recognized Technical or Vocational Post-Secondary School as a full-time student, applicant is required to submit transcript, along with their High School Transcript.

2. Test — All applicants are required to take a Scholarship Aptitude Test — SAT — (the Admissions Testing Program Examination of the College Entrance Examination Board), American College Testing Program — ACT — or equivalent examination by a recognized Technical or Vocational Post-Secondary School. If you have already taken the above tests, you should request your school to forward the results of your test to the Secretary-Treasurer's office of the International Union.

All requirements are due at the Secretary-Treasurer's office no later than March 31, 1998.

* Deadline for applications and requirements have been extended



SEND FOR OPEIU SCHOLARSHIP APPLICATION
Application deadline — March 1, 1998

Please send me the application for the 1998 Howard Coughlin Memorial Scholarship.

Name _____

Address _____

City _____

State _____

Zip _____

OPEIU Local Union _____

Send to: OPEIU
Howard Coughlin Memorial Scholarship Fund
1660 L Street, N.W., Suite 801
Washington, D.C. 20036

Call for Canadian Address (514) 522-6511.

Selection of Scholarship

The selections shall be based on recommendations of an academic scholarship committee. Announcement of the winners will be made during the month of June 1997.

Address all inquiries to: Office of Professional Employees International Union, Howard Coughlin Memorial Scholarship Fund, 1660 L Street, N.W., Suite 801, Washington, D.C. 20036. Phone (202) 393-4464, Fax: (202) 347-0649

18 from the U.S. and 6 Canadians win 1997 Howard Coughlin Scholarships

For the 10th year, OPEIU is proud to announce our scholarship winners from Canada and the United States. Each is a recipient of the 1997 Howard Coughlin Memorial Scholarship. They are the winners selected from hundreds of other entrants — the best and brightest of their high school graduating classes.

For the first year the union awarded both full-time and part-time scholarships. For full-time, the scholarships represent a maximum of \$4,000 in financial contributions over four years to each winning student's college (undergraduate) education. For part-time, awardees receive up to \$500 per year for a maximum value of \$2,000. In the U.S. a total of 12 full-time scholarships and 6 part-time are awarded.

Six Canadians won full-time scholarships of \$1,000 yearly for a maximum of four years.

International President Michael Goodwin welcomed the addition of part-time scholarships, explaining that it allowed our working members or their children the opportunity to further their education while remaining employed. He congratulated all of the scholarship winners: "We are immensely proud of these recipients. I wish them the greatest success in their academic studies and career pursuits."

The scholarship is named in honor of a now-deceased past OPEIU International President Howard Coughlin, who served as the union's leader from 1953 to 1979. Under his leadership the union enjoyed a great period of growth — reaching well over 100,000 members.

★ ★ ★ Full-Time U.S. Winners ★ ★ ★

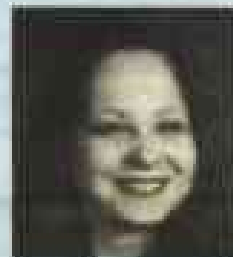
Deirdre Byrne (from Bronx, New York) graduated from Mt. St. Ursula in June 1997. Her first collegiate choice is Boston University. She is the daughter of Local 153 member Patricia Byrne. Date of birth: October 2, 1979.



David Kozicki currently attends the University of Virginia from which he expects to graduate in May 1999. His mother Suzanne Kozicki is a member of Local 2. They live in Fredericksburg, Virginia. Date of birth: April 22, 1977.



Shannon Ruggles is the daughter of Local 277 member Sarah Ruggles. They live in Oklahoma City, OK. Following her graduation in May 1997 from Putnam City North High School, she plans to attend the University of Oklahoma. Date of birth: November 12, 1978.



Mien Chyi, daughter of Local 39 member Mei-Lan Chyi, graduated in June 1997 from Madison West High School. She plans to attend Harvard University. Date of birth: September 9, 1980.



Valerie McMillan now attends Emory University after graduating from Waverly Central High in May 1997. She is the daughter of Paul McMillan, a member of Local 268. They live in Waverly, Tennessee. Date of birth: September 6, 1979.



Georgina Salazar graduated in June 1997 from San Diego High School. She expects to attend Stanford University. Her father is Ivan Salazar, member of Local 30 in San Diego, California. Date of birth: April 12, 1979.

Marina Dergun, daughter of Local 153 member Sonia Dergun, currently attends the University of California at Berkeley and expects to graduate in June 2000. The family lives in San Francisco, California. Date of birth: December 17, 1978.



Ann Bao-Ngan Nguyen now attends Seattle University, following her graduation from Edmonds-Woodway High School in June 1997. Her mother is Ann Bao-Ngan Nguyen, member of Local 8. They live in Lynnwood, Washington. Date of birth: February 17, 1979.



Joseph Steirer, son of Local 1794 member Mary Terese Steirer, plans to attend Notre Dame University following his graduation from St. Edwards High School in June 1997. He and his family live in Cleveland, Ohio. Date of birth: January 18, 1979.



Michael Hogg is the son of Local 153 member Barbara Hogg in Baldwin, New York. He graduated in June 1997 from Baldwin Senior High. At the time he had not chosen a college. Date of birth: November 6, 1979.



Matthew Pickett, son of Local 39 member Carole Fjellman, currently attends Lawrence University. His family lives in Oregon, Wisconsin. Date of birth: November 8, 1977.



Kristen Szumera from Hazlet, New Jersey is the daughter of Local 32 member Jean Szumera. She graduated from Red Bank Catholic High School in June 1997 and plans to attend Princeton University. Date of birth: October 8, 1978.

★ ★ ★ Full-Time Canadian Winners ★ ★ ★

Ilona Melissa Cervantes lives in Richmond, Vancouver and entered the University of British Columbia. Her father Ricardo Cervantes works at Insurance Corporation of British Columbia and is a member of Local 378. She was born in 1979.



Heather Dawn Fulton, age 20, lives in Sarnia, Ontario, where she is currently attending the University of Western Ontario. She expects to graduate in the year 2000. Dianna Fulton, her mother, works at Sarnia General Hospital and is president of Local 347.



Marc-Andre Lepine is 17 years old and lives in Ile Perrot near Montreal, Quebec. Marc-Andre will attend College Andre-Grasset this fall where he will study sciences. He is the son of Andre Lepine from College Lasalle and member of Local 57.

Brandi Vennard is the daughter of Judith Nyström-Wosik, an employee of Saskatchewan Insurance Company and member of Local 397 in Regina, Saskatchewan. She is currently attending the University of Regina.

Reema Prihar was born in 1979 and now attends the University of British Columbia. Her father is Surinder Prihar, a member of Local 378 in Vancouver, British Columbia, who works for Insurance Corporation of British Columbia.



Janelle Robyn Wolbaum was born in 1977 and lives in Regina, Saskatchewan. Her father, Dan Wolbaum, works for Saskatchewan Insurance Company and is a member of Local 397. She is currently attending the University of Regina and expects to graduate in 1999.

★ ★ ★ Part-Time U.S. Winners ★ ★ ★



Victoria Gardner is employed by UAW Region 3 and a member of Local 494 in Detroit, Michigan. She attends Indiana University Purdue, planning to graduate in December 1997.

Heather Hauck, member of Local 2, is employed by the Coalition of Labor Union Women in Washington, DC. She currently attends the Catholic University of America, planning to graduate in October 1997.



April LaBoo-Talton currently attends Rowan College. She is a member of Local 32-14 and is employed by the New Jersey Judiciary.

Natalie Ramos, daughter of Local 3 member Edna Ramos, graduated from James Logan High School in June 1997. She planned to attend Chabot Junior College.



Debra Strean now attends Ivy Tech State College and will graduate in May 1999. She works for UAW-GM Legal Services Plan and is a member of Local 42. She lives in Muncie, Indiana.

RaeAnn Thomas Gust now attends the University of Wisconsin-Oshkosh. She is a member of Local 95 in Wisconsin Rapids, Wisconsin, working at Portage County Human Services.

1997 John Kelly Scholarship winners

For the third year OPEIU is able to announce winners of the John Kelly Labor Studies Scholarship which was created in honor of OPEIU International President John Kelly. Kelly led the Union from 1979 until his death in 1994. The Labor Studies

Scholarship is awarded every year to members who wish to pursue studies and a career in labor relations, or a related field. They each receive a total of \$2,000 for either undergraduate or graduate study. The winners for 1997 are:

United States

Sabrina Felton works for Dr. James B. Curtis and belongs to Local 472. She lives in Madisonville, Tennessee. She attends LaSalle University.



Heather Hauck works for the Coalition of Labor Union Women and is a member of Local 2 in Washington, DC. She attends Catholic University of America's School of Social Service.



Elizabeth Ziegler, Local 39 member, works for CUNA and Affiliates and lives in Waukegan, Wisconsin.

Canada

- Region 1 - Quebec and the Maritimes: Claude Paquet (Local 57)
- Region 8 - British Columbia and the Yukon: Bev Chevelday (Local 378)
- Region 9 - The Prairies: Elyllt W. Jones (Local 342)
- Region 10 - Ontario: Lise Toombs (Local 225)

RaeAnn Thomas Gust lives in Marshfield, Wisconsin and works for Portage County. She is a member of Local 95.



Ruth Malone is a member of Local 268 and works for the Tennessee Valley Authority. She lives in Jasper, Tennessee. She attends the University of Massachusetts Amherst in Labor Studies.