



WHITE COLLAR

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

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Labor tells WTO: change or be gone

Labor's messages delivered to trade officials as 60,000 people march the streets of Seattle

The corporate autocrats who rule the World Trade Organization felt the marching might of 60,000 members of organized labor and its community allies who filled Seattle streets on Tuesday, November 30, 1999.

Representatives from 135 countries met in Seattle for the WTO Ministerial meeting — an event marked by the largest civil protest in an American city in 30 years. Workers, environmentalists and human rights activists flooded the streets outside the WTO convention and called for either radical transformation of WTO policies or the abolition of the organization. The week-long protests included acts of violence by a few participants, sparking a police riot in which more than 400 peaceful demonstrators were arrested. Despite the unbalanced media attention of these activities, however, labor was still able to get their message heard.

The march followed a rally in the Seattle Memorial Stadium where speaker after speaker demanded that the WTO open its decision-making processes and shape world trade in ways that raise labor standards,

maintain national sovereignty, defend human rights and protect the environment. The Longshoremen's Union closed down the Port of Seattle and other West Coast ports with a one-day work stoppage, downtown Seattle was closed to traffic for a half-day and many businesses in the downtown area closed all day.

Hundreds of OPEIU members — including OPEIU's International Vice President Maureen Bo — joined with other unions from around the country and the world in the rally and march. Most rank-and-file members had to take a day without pay or a vacation day to show their solidarity, knowing that in the long run, the WTO's tactics would lead to far greater losses in living wages. Bright yellow rain ponchos provided by the International made the OPEIU section stand out in a blaze of color.

OPEIU Local 8 members and staff participated with other unions as peace marshals ensured that the labor-led march was orderly and peaceful. The disciplined march led by labor, religious, senior and community groups contrasted sharply with other factions that engaged in acts of violence.



Ready to march. OPEIU members (front right to left) holding banner: Ligia Farfán, Elisa Sanchez and International Representative Phyllis Naiad, accompanied by (front left) Stewards Sally Bearce and Tom McLean, and other OPEIU activists follow behind.

Unfortunately, the media focused almost exclusively on the police confrontations with a relatively few protestors — ignoring our messages and the large number of peaceful demonstrators.

Nevertheless, our voices were heard. President Clinton took this opportunity to announce his signing of the International Labor Organization child labor accord.

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Sea-Land pays \$30 million severance package

250 members receive large payout, continued medical and pension payments

The OPEIU Local has reached an historic agreement with Sea-Land Corporation that will provide a total severance package of more than \$30 million for its 250 displaced workers.

The settlement is the result of an agreement entered between Sea-Land and Maersk Lines of Denmark, whereby Maersk purchased all of Sea-Land's assets for its foreign operations. The move meant a loss of 250 OPEIU jobs in Sea-Land facilities from Port Elizabeth, N.J. to Seattle/Tacoma, Wash. Due to a contract provision that was negotiated in 1992 guaranteeing job secu-

rity through a monetary penalty to the employer, our members were assured a severance deal. The language, which was originally created as a financial disincentive to the employer to layoff our members, proved a savior to these individuals who suddenly faced unemployment.

The International Union, with a large negotiating committee, met with the employer on several occasions in order to agree upon an adequate settlement for the workers, as well as to determine a timeline for payment of benefits. The committee, led by OPEIU Vice President Richard Lanigan, met with

great resistance from the employer. An agreement was finally reached, however, that meant the average individual would receive more than \$100,000 in severance pay. In addition to the payout, the union also secured continued payments to the medical plan — for a lifetime, in most cases — as well as an offer for continued transitional employment. Many members accepted the offer of transitional employment in order to continue receiving payments to the pension plan, particularly those working toward an early retirement.

The settlement, as well as the original

language guaranteeing job security, has been hailed by many in the industry as a model for contract language negotiation. Although the Sea-Land workers are faced with job loss, the union has guaranteed them financial security during the transition period.

"This is a great example of what a union can do," Lanigan said. "Not only did the contract provide that these workers would not be left out in the cold when the employer decided to move its operations, but the union also negotiated a settlement that was beyond anything we originally imagined," he concluded.

ORGANIZING FOR CHANGE

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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>

To Whom It May Concern:

I find the unintelligent comments by Michael Goodwin in Issue 3, 1999, of the White Collar newspaper to be extremely offensive. His comments about so-called "extremists" are completely false. According to the CBO, middle and lower-class families would benefit the most from the GOP's \$792 billion tax cut. If the Democrats win the House, Senate and the White House, we will see the biggest tax increase in the history of the world.

If Mr. Goodwin likes high taxes so much, he should move to Canada or Communist China. I, like 40 percent of union members, am a registered Republican. Please stop wasting my time and your paper and postage and take me off your mailing list.

Sincerely,

David Snyder
San Diego, Calif.

Mr. Goodwin:

As I read your editorial on page 12 of Issue 3, 1999, I can't decide if you are on the Democratic payroll or you are simply ignorant. I'm not sure whether it's better to have a shill as President of the International or a moron.

P.S. Maybe you are just a Socialist.

Mike Henderson
Knoxville, Tenn.

Want the hottest news?

Sign up for the OPEIU MemberGram

Sometimes the news is too important. There's legislation coming up for a vote that will affect you and your families, and you have to contact your legislator quickly. There's a rally or march scheduled to fight an abusive employer. Or, a new court decision or governmental regulation that will have immediate effects on your job.

It's times like these when the new OPEIU MemberGram will be invaluable.

International President Michael Goodwin will express the MemberGram to interested local union activists whenever important issues arise. Just sign the form below, which duplicates the MemberGram design, and watch the mails.

"It's important to improve our communications with you, the members, to involve you more actively in decision-making and in actions of the union. And communications should never be one-way. I, therefore, look forward to your responses on the effectiveness of the MemberGram as well as the subjects we cover," President Goodwin says, as he urges members to sign up.

From the desk of President Michael Goodwin



MemberGram

Yes, sign me up to receive the MemberGram whenever hot topics come up. I want to be kept informed on issues, activities, and decisions that affect me, my family and my local union.

Name _____ Local Union _____

Social Security # _____

Address _____

Phone (Daytime) _____ (Evening) _____

FAX _____

Complete and send to:

MemberGram, OPEIU, 1660 L Street, N.W., Suite 801, Washington, DC 20036

Educational scholarships available to Local Unions

All OPEIU members are reminded that educational scholarships are available for officers and staff of Local Unions.

The new scholarships provide a one-time \$1,000 subsidy to each Local Union over a three-year period to send any one or more of its officers or staff for training in the labor relations field.

"This training enables Local Union representatives to more effectively represent OPEIU members," said Interna-

tional President Michael Goodwin. "We all need our representatives to be as sharp as they can be at the bargaining table and in grievance procedures, and this training will give them the knowledge they need to make informed decisions."

For more information about the union representative training, contact Director of Field Services Kevin Kistler at (212) 675-3210 or your Regional Vice President.

Protect yourself from telephone fraud

The Postmaster General has issued a warning to consumers about fraudulent telemarketers, and offers a number of useful tips to help you recognize the difference between legitimate phone offers and fraudulent ones:

Beware! If an unknown caller:

- Says you've won a prize but asks you to send money first.
- Says you have to act right away.
- Instructs you to wire money.
- Offers to have someone pick up a payment from your home.
- Says he or she is a law enforcement officer who will help you — for a fee.

Follow these guidelines to protect yourself:

- Check all unsolicited offers with your Better Business Bureau.
- Don't assume a friendly voice belongs to a friend.
- Never give your credit card, checking account or social security number to an unknown caller.

Say NO to telemarketing fraud!

Visit the web site:

www.consumer.gov/knowfraud

Check out from your library:

The Know Fraud video

Write to:

Know Fraud
P.O. Box 45600
Washington, DC 20026-5600

If you think you are a victim of fraud, call toll free:

1-877-987-3728

Reach the OPEIU

International President's office at (212) 675-3210 and the Secretary-Treasurer's office at (202) 393-4464.

WHITE COLLAR

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Organizing continues after the election

600 employees at Providence General join Local 8 in 1998; contract battle continues today

Although more than 600 clerical, service and maintenance employees at Providence General Medical Center (PGMC) in Everett, Wash. voted more than two-to-one to join Local Union 8 in June 1998, the union is still organizing today to win their first contract.

"We've never stopped organizing at PGMC," Local 8 Representative Suzanna Mode says. "As we negotiate our first contract, employees still need union representation. Resolving workplace problems — especially non-disciplinary issues, forces us to keep organizing. We've worked hard to constantly recruit activists and develop an effective communication network among the bargaining unit," Mode continues.

According to Mode, Local 8 looks for ways to encourage employee participation in the union. They've created Union Alert postcards as an easy way for employees to document issues on the job. Activists are put to work distributing these bright blue cards, employees are given a tool to address their problems, and Local 8 uses them to document issues of concern.

So many Union Alert cards were returned from the housekeeping department at PGMC that the Union circulated a petition requesting a meeting with top management. More than ninety percent of the department signed, and there was standing room only at the meeting. Employees experienced firsthand the power of their collective activity.

"We've tried for years to get them to listen, but it wasn't until we all spoke up together that management finally paid attention," exclaimed Sharon Pope, a twenty-year employee at PGMC.

The Local also holds bargaining unit votes to resolve controversial issues at the bargaining table, such as the definition of seniority or the assignment of holidays. On-site voting gives the Local visibility and reminds employees that they ARE the Union and the ultimate decision-makers. The bargaining team uses the voting results to justify Union demands in contract negotiations.

Local 8 has made a lot of progress at the bargaining table, but two primary issues re-

main unresolved: the need for a wage schedule with annual step increases, and union security. The Local believes that the active support of the employees and the community will ultimately force success.

"We are reaching out to community leaders, politicians, organized labor and the Catholic Church for help in winning a fair contract," explains OPEIU International Vice President and Local 8 Business Manager Maureen Bo. "The employees are circulating petitions, buttons and car signs throughout the community. PGMC is hearing and seeing support for the Union everyday. It's our organizing that guarantees our ultimate success. Never stop organizing," Bo concludes.

Local 29 receives approval of \$25,000 contract for computer software training program

For the first time, a union has organized a consortium of employers to seek funds for training its members.

On October 21, 1999 Local 29 Secretary-Treasurer and International Vice President Elizabeth Alonso appeared before the State of California's Employment Training Panel and won approval of a proposed computer software training program for members of the Local. Together with a representative from Chabot College — the community college that will be providing the instruction — they presented to the panel a proposal for a

forty-hour training program. The program was approved and is now underway.

The program, which was developed by the Local with input from members and their employers, includes training in Windows, Microsoft Word, PowerPoint and Excel, as well as an introduction to the Internet that will have members searching the OPEIU and AFL-CIO websites. Classes began November 16 and continue through February 2000. All instruction takes place in a lab that is equipped with computers, and are held during the employees' regular work hours.

The contract provides for \$25,000 in Employment Training Panel funding, and includes an 8 percent allocation for administrative costs which goes to Local 29 for recruitment and related costs. The first group to receive instruction is comprised of members in a high-wage earner category, most of whom work in trade union offices. The Employment Training Panel is considering amending its rules to allow the inclusion of the cost of benefits in determining eligibility for these funds. If approved, this change would allow Local 29 to extend this pro-

gram to most, if not all, of its members. The contract covers a two-year period and can be amended at any time to include additional participants.

It has taken a little more than a year to launch this program; however, with the assistance of Local 29 member Sandy McMullan of the California Labor Federation's Worker Assistance Project, and Chabot College, it has become a reality. It is the first project of its kind in California — typically, it is employers who apply to the state for training funds for their employees.

Labor tells WTO: change or be gone

Continued from page 1

well as to address other labor and environmental concerns. Morning sessions of the first day of WTO talks had to be cancelled due to WTO "ministers" being unable to get from their hotels to the Convention Center. WTO talks ended in discord after four days, without any agreements being reached — including when and where to meet next.

"We had such a terrific time marching on Tuesday," said OPEIU International Vice President and Local 8 Business Manager Maureen Bo, "that on Friday, labor leaders pulled together another impromptu march with community allies to refocus on the issues and reassert our rights to peaceful demonstration. With only 24-hours notice, thousands of marchers again took over the

Continued on page 6

Labor outlines its agenda for the WTO

"Justice in the Global Economy — A Program for the WTO Ministerial"

At the AFL-CIO Executive Council meeting in Chicago, a resolution was passed that outlined labor's goals for the WTO Ministerial meeting in Seattle. The "Justice in the Global Economy — A Program for the WTO Ministerial" calls upon the WTO to live up to its mission to increase the standard of living worldwide through reduced unemployment and increasing incomes.

"It has failed to fulfill this mandate," says the resolution. "WTO rules permit and, in fact, encourage the exploitation of labor and the degradation of our environment and do nothing to limit the growing power of multinational corporations and capital. The WTO has undermined legitimate national regulations protecting the environment."

"Our government must reorder its priorities," the resolution continues, "making

enforceable workers' rights, rising living standards and the protection of the environment the focus of the global trade regime."

The resolution called upon the trade ministers at the 1999 Seattle WTO Ministerial to:

1. Incorporate core workers' rights and environmental protection into WTO rules with strong enforcement procedures. These core workers' rights must include:

- freedom of association;
- the right to organize and bargain collectively;
- prohibition on the use of any form of forced or compulsory labor;
- a minimum age for the employment of children; and
- prohibition on discrimination in employment.

2. Ensure that WTO rules do not undermine legitimate national regulations

protecting public health, the environment, and social programs. Unrestricted movement of goods and capital must not take precedence over public welfare.

3. Ensure that governments at all levels can protect human and labor rights by withdrawing benefits from governments that fail to guarantee and enforce them.

4. Strengthen the safeguard provisions to ensure timely and effective national actions can be taken when unanticipated import surges threaten domestic industries.

5. Develop accession criteria to ensure that new WTO members are in compliance with core workers' rights.

6. Undertake major institutional reforms to improve the transparency and accountability of WTO proceedings and ensure access to the WTO's dispute settlement process by unions and other citizen organizations.

Local 40 has been certified at Crittenton Hospital in Mt. Clemens, Michigan

Upon supplemental decision on objections, Local 40 has been certified by the National Labor Relations Board (NLRB) as the collective bargaining agent for the registered nurses employed at Crittenton Hospital in Mt. Clemens, Michigan.

The decision ends a process that began almost five years earlier when OPEIU first filed its petition seeking representation of the approximately 300 registered nurses with the NLRB on March 15, 1995. An election was held on May 25, 1995, however, the ballots were impounded pending Board determination on a question for review filed by the union representing workers at the hospital, the Michigan Nurses Association (MNA). The MNA charged that the employer had not allowed MNA's labor representatives full access to hospital-sponsored meetings, that the hospital had refused to sign the so-called "fully ratified collective bargaining agreement between it and the MNA," and that it had allowed OPEIU to disseminate its

"propaganda" pieces in patient care areas while denying the MNA any access to its members inside the hospital. While it considered these charges, the Board dismissed the results of the election and the process was held up for the next four years.

Finally, on July 20, 1999 the NLRB ruled that the MNA's charges had no validity and issued a notice of election. The second election was held on August 26.

The nurses voted 117-80 to leave the Michigan Nurses Association and affiliate with Local 40, the same local that represents nurses from Mount Clemens General Hospital.

Nurses at the facility had long complained that the Michigan Nurses Association was ineffective, not properly handling employee grievances or negotiating an effective contract. The nurses have not had a pay raise for more than four years, and are heartened that this process is over and that they now have the OPEIU Local 40 negotiating on their behalf for a new and stronger contract.

Local 6 signs contract with Rutland Medical 236 nurses join OPEIU

After a year-long battle, Local 6 has signed a two-year contract with Rutland Regional Medical Center in Rutland, Vermont that will bring 236 nurses into the OPEIU ranks.

The struggle began during the summer of 1998 when Organizer Virginia Levesque contacted International Vice President Walter Allen and shared her plans to organize the medical facility. At the time, neither realized the difficulties that would be involved in organizing these nurses.

Rutland was extremely reluctant and unwilling to negotiate with the union, fearing that unionizing would disturb the hospital's long-standing customs and way of doing business.

But the need for union protection was evident as Rutland nurses continued to experience problems in their work life, including the reduction of their combined time off (CTO), and an inability to communicate their concerns to management. The CTO issue became the catalyst for the first election, which the Local won by a very close margin.

As Local 6 continued to urge the nurses

to ratify the contract and the hospital tried to win decertification, a second election was held. This time, the election was easily won, and the nurses finally won the chance to express their needs for a better way of life at the hospital. Today, Rutland's nurses have won cash bonuses, had their work rules changed and seen their salaries adjusted to that of other nurses in the Rutland area.

Allen said, "I am so proud of the Union, but mostly, of the group of nurses, who stuck together despite the large amount of stress they endured for several months." He credits Levesque as the one "who had the courage to take the first step," and a "major tool in winning this long and exhaustive battle." This fight is another example of our members' "motivation, courage and determination."

The negotiating team and bargaining committees also deserve a special mention, including Irene Fortin, Sharon Frank, Charlene Hill, Judy Hulsebus, Remona Mayhew, Lauren O'Boeg, Denise Taylor and Patty Woods for making this operation such a success.

Area Educational Conferences announced

Director of Field Services Kevin Kistler has announced the scheduling of two of the year 2000 area educational conferences as follows:

Southeast/Southwest

April 7-9, 2000
Holiday Inn Select Downtown
160 Union Avenue
Memphis, TN

West/Northwest

June 2-4, 2000
Hilton Portland
921 SW 6th Avenue
Portland, OR

In addition to steward training for educational conference delegates, a full day of computer training will be made available. This year the computer training will be on two levels — Introduction to Computer Training and Advanced Computer Training.

The International Union provides a \$500.00 subsidy to local unions attending the Steward Training segment (with or without attending the computer training). However, the International Union Executive Board will be reviewing an increased subsidy for those locals who have to travel great distances to attend.

Why are men so reluctant to talk about prostate cancer? Much like breast cancer in the 1970's, it's still not considered a subject for 'polite' conversation. As women, we've seen the benefits from lifting this wall of silence. Now it's time to take a page from our book.

Prostate cancer is a leading killer of men over 50. This year alone some 180,000 men will be diagnosed with the disease. Many thousands more have the disease and don't know it.

ARE WOMEN BETTER EQUIPPED TO DEAL WITH PROSTATE CANCER THAN MEN?

So the Cancer Research Institute and the American Cancer Society have joined together to form *The Prostate Cancer Initiative*. It's a national program designed to increase awareness among men (and women), provide patient care and fund the latest clinical research into harnessing the power of the body's immune system to fight the disease.

To learn more about prostate cancer, call the American Cancer Society at 1-800-ACS-2345, or write to *The Prostate Cancer Initiative*, care of Cancer Research Institute, 681 Fifth Avenue, New York, NY 10022.



Work and Health

News Briefs from the Health Front

by Philip L. Polakoff, MD

Not clowning around. Researchers are using a novel educational device during tick season to get the word out to people traveling by ferry to Nantucket Island off Cape Cod in Massachusetts.

A street performer juggles and entertains the passengers during the two-and-a-half hour trip to engage the audience and teach them about Lyme disease and how to prevent it.

After two summers (and 17,558 ferry passengers), a review of the program indicates it is effective in getting people to change their behavior in ways known to protect against infection with Lyme and other tick-borne diseases.

Although vaccines are newly available, researchers stress that the best protection against Lyme disease is simply preventive behavior.

Suffocating tumors. Oxygen is essential for life. Things die without it. So why not kill tumors by cutting off their oxygen supply?

Dr. Philip Thorpe of the Maine Medical Research Institute had the same idea. Now his brainchild is being developed by biotechnology company Techniclone Corp., based in Tustin, Calif.

An article in *Cancer Research* says the drugs work by shutting off the supply of oxygen and nutrients to the tumor cells by inducing blood clots in the blood vessels that surround them.

Without oxygen, the tumor cells die off in a matter of days or weeks.

Surgical virtual reality. Virtual reality — computer technology that can make things look and feel like the real thing — is being developed to train plastic surgeons.

A report from a meeting of the American Society of Plastic and Reconstructive surgeons described a device for suturing tiny nerves, arteries and veins. Virtual reality has been available for some time, but this advance in miniaturization was something different.

The instrumentation included three components: 1) A graphics computer to provide three dimensional graphics 2) Microsurgical instruments attached to haptic (touch/feel) devices to provide tactile feedback to the surgeon's hands and 3) A personal computer to control the haptic devices.

The touch device measures how the microsurgical instrument moves, and passes this information to the computer. That causes the tool to push back so the surgeon feels the same kind of resistance that would occur in a real life procedure.

The computer creates a feeling of resistance by calculating the force with which the instrument is handled. Then it causes the object in the visual image to move as a real object would move when touched. By viewing the area through three-dimensional glasses, the surgeon sees and feels the results of each movement he or she makes.

The graphic image is updated at 30 cycles per second to ensure realism. Hand movements are continually tracked and positioning arms of the force feedback frames are updated 1,000 times a second.



Washington Window

A New Generation of Union Workers?

Jennie Smith is twenty-eight years old. Ever since college, where she experienced the inspiration and dedication of her professors, she wanted to teach. She valued their hard work and was determined to make her own contribution to the teaching profession. But after earning her Master's degree and securing an adjunct position at a community college, things weren't what she thought they would be. Why? Smith says, "Because I was born 20 years too late."

Smith achieved her goal of teaching English in higher education but she did not expect her working conditions to be so deplorable. To make ends meet she must teach at two different community colleges in two different states. She must also work as a secretary and take on other temp positions as needed to financially survive. When people ask her, "Where do you work?" she asks them, "How much time do you have for the answer?"

At both community colleges, Smith has no office or cubicle or even a work desk to call her own. She has no job security, no benefits, no paid time off. And she has no guarantee that she'll be hired from one semester to the next.

And she's not alone. In fact, 65 percent of all teachers at community colleges are part time, and confront much of the same burdens as Smith. But the bitter pill for these workers is that it shouldn't be this way, because college jobs are not scarce. Universities are not forced to occasionally rely on adjunct help to meet unusual demand once in a while.

The reality is universities have fundamentally restructured their workforce like most corporations. They now depend on cheap part-time labor to do most of the work. For example, at one college Smith teaches at only 20 of 65 teachers are tenured. At her other school, things are worse: Only 8 out of 68 teachers are tenured. Smith says, "Universities brag about their new buildings and new computers but they're balancing their budgets on our backs. And they depend upon silence

and compliance from their workforce to keep this exploitative system going."

Smith represents a category of workers often ignored in the so-called booming economy. She is highly trained and educated for her chosen career, but the conditions of the job are far different than they were a generation ago. And like most workers teaching at universities today, Smith will never be tenured, which would have provided a secure position at a livable wage. Smith says resolutely, "Long ago I stopped relying on the altruism of my employer."

Smith's work experiences are documented in the AFL-CIO's study *High Hopes: Little Trust* that examines young workers' concerns about the economy. And she echoes many of the voices heard in that study. The majority of young workers distrust their employers to do right by their employees. This attitude is a radical departure from the attitudes of their parents' generation. Yet it is increasingly symptomatic of all workers' attitudes about this neoliberal economy.

But there's good news too. Smith has confronted her situation by joining the American Federation of Teachers and is committed to organizing her co-workers. And the study documents that Smith is part of the majority of young workers that see unions as viable sources of support.

Currently, 54 percent of young workers would form a union compared to 47 percent just three years ago. And young workers support unionization 18 percent more than older workers.

As Smith's generation experiences the underbelly of this "booming" economy, they continually find education and training do not guarantee a better, or even secure, job. And they are increasingly turning to unions for answers.

Organizing these workers won't be easy. But as AFL-CIO President John J. Sweeney noted, "When I spoke to the American Medical Association three years ago, I told them this is a great union, and they laughed. They're not laughing now."

**For more information
about the OPEIU,
visit our website at
<http://www.OPEIU.org>.**

Labor tells WTO: change or be gone

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streets of Seattle to make it clear that we will not stand idly by while faceless power-brokers trample local, state and federal laws in their greedy rush for 'free trade.'

"We will not stand idly by while our jobs are removed to countries where child labor, slave labor, lack of safety, consumer and environmental protections are the standard," Bo continued. "Labor leaders made it clear that labor is not opposed to fair and open trade. We are opposed to the secret deals and lack of ethical standards of labor and

human rights. The message to the WTO and our elected officials is: either fix it, or we nix it."

Bo thanks all OPEIU members who participated, the OPEIU International for its support, encouragement and rain ponchos, and to the local and national labor leaders "who had the vision to make this event a huge statement that will reverberate throughout the world. We know that we are only at the beginning of an educational and political campaign to reshape the agenda of the WTO — or to nix it," Bo said.



Local 8 Shop Stewards Mary Jane Ferron and Sally Bearce work to ensure OPEIU's turnout at the labor-led demonstration of the WTO meeting in Seattle on November 30, 1999.



OPEIU section of Seattle Memorial Stadium.

VP Kinnick re-elected to CLUW Board

Convention delegates "share the power of sisterhood"

OPEIU International Vice President Kathleen Kinnick was re-elected to serve as Vice President of the Coalition of Labor Union Women (CLUW) at their 25th anniversary convention in Chicago, Illinois.

More than 1,000 delegates attended the Tenth Biennial Convention on September 2-5, echoing the Convention's theme, "We Didn't Come To Swap Recipes ... Not Then — 1974 ... Not Now — 1999."

"In 1974, 800 people were planned for; 3,200 showed up. It had never happened before. We made history," said CLUW President Gloria Johnson. "And we're back because we realize that CLUW's work has only just begun."

"It was Olga Madar [CLUW's founding president] who led the way, fighting for the Equal Rights Amendment and making sure union women's voices were heard in the battle for economic and social justice," Johnson said. "Joyce Miller [CLUW's second president] made history. She was the first woman elected to the AFL-CIO Executive Council, gaining visibility for women at the highest level of the AFL-CIO."

"CLUW has helped women rise above the antagonisms women and minorities face in the workplace and within their unions," Johnson continued. "Perhaps the real power of CLUW has been to help women rise above their political ideologies and recognize that their true power is within themselves."

"Clap your hands for economic justice for women and minorities," Johnson told the delegates. "We didn't come here to swap recipes. We came here to take action. We're making progress, and we will not be ignored. Stand up and share the power — the



OPEIU International Vice President Kathleen Kinnick accepts her election to the CLUW Executive Board.

power of sisterhood that has guided the way."

Speakers at the convention included Vice President Gore who advised the delegates. "Early to bed, early to rise. Work like hell and organize," and U.S. Secretary of Labor Alexis Herman who said, "I did come to swap recipes — for power, for leadership. The U.S. Congress may pass laws that will weaken OSHA (the Occupational Safety and Health Administration), but they will not be signed by this President," she promised.

Also addressing the convention were AFL-CIO Executive Vice President Linda Chavez-



OPEIU delegates cheer upon hearing the election results as Kinnick is re-elected CLUW Vice President. Pictured from left to right are (standing) Claudia Wilson, Sedora Villa, Lourdes Kistler, Yolanda Castro, Kathleen Kinnick, Margaret Montgomery, Joy Cohrs, (front row) Claire Collins, Liz Alonso, Rebecca Pomares.



OPEIU delegates Yolanda Castro and Claudia Wilson carry OPEIU flag onto the Convention floor.

Thompson, United Steelworkers of America President George Becker, Association of Flight Attendants President Pat Friend, AF-SCME International Secretary-Treasurer and Coalition of Black Trade Unionists President Bill Lucy, National Council of Senior Citizens President George Kourpias, and U.S. Rep. Maxine Waters (D-Calif.). Waters received CLUW's first Mary McLeod Bethune Award for women who embody the spirit of great civil rights fighters.

At the convention, OPEIU International Vice President Millie Hall accepted the coveted Joyce Miller Award on behalf of the CLUW Metro Detroit Chapter, of which she is chair. The award is given to the CLUW chapter that has been most successful in membership recruitment.

Among the topics considered at the Con-

vention were domestic violence, sexual harassment, healthcare, organizing for immigrant rights, Social Security, breast cancer, affirmative action, meeting the demands of work and family, and meeting the needs of older working women.

The convention also featured a day-long conference devoted to organizing the unorganized, "Organizing for the 21st Century," as well as the Young Women Workers' Forum to show young women who care about their future why they should care about CLUW. "CLUW is actively working to make sure that young workers receive the guidance and direction they need," said CLUW Vice President Royetta Sanford, "to take their rightful place in the labor movement as leaders and informed and active members."

Representatives from around the world

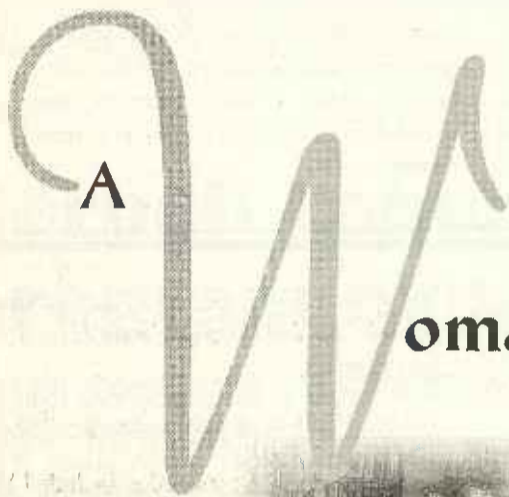
attended the conference; in addition to the United States, twenty-two countries were represented in Chicago.

CLUW has more than 20,000 members and is now a leading force for affirmative action, pay equity and the empowerment of women.

OPEIU delegates elected to CLUW National Executive Board

An OPEIU caucus election of delegates to the CLUW National Executive Board was held at the convention. Delegates elected were: Neysa C. Griffith (Local 153), International Vice President Theresa Horner (Local 42) and Jearlean T. Fleming (Local 391). Alternate delegates elected were: Sedora Villa (Local 153), Mary Quinn (Local 3) and Mary Mahoney (Local 6).

The following ad from the OPEIU appeared in the CLUW Convention program:



Woman's Role Is In Her Union



Kathleen Kinnick, Assistant to the President, OPEIU, and CLUW Vice President/Member of National Officers Council.

Twelve women have risen to high office in the Office and Professional Employees International Union (OPEIU), AFL-CIO, serving as Vice Presidents on the OPEIU Executive Board, making our Union the leader in representation of women. We thank the Coalition of Labor Union Women and President Gloria Johnson and all the officers and members of CLUW for keeping this issue in the forefront of its agenda—getting women recognized and involved as full partners in their unions.



The OPEIU Executive Board includes twelve women from throughout the United States and Canada. They are (pictured from left to right) Theresa Horner (Local 42), Claude Grenier (Local 434), Kathleen Kinnick (Local 3), Julie Weir (Local 502), Janice Best (Local 342), Anita Roy (Local 12), Judy Solkovits (Local 140), Maureen Bo (Local 8), Mildred Hall (Local 494), Elizabeth Alonso (Local 29), Patricia Priloh (Local 457), and Jerri New (Local 378).



Congratulations to CLUW on its 25th anniversary, celebrating years of dedication and achievement in advancing women's rights and issues.

OPEIU—

Leading the Way into the 21st Century

Women's 2000 Conference nears

OPEIU to host opening reception

Working women are encouraged to attend the AFL-CIO's "Working Women Conference 2000" in Chicago on March 11-12, 2000. In fact, no matter where you work, if you're a union member or not, you should make plans to attend the conference.

For the first time, the Coalition of Labor Union Women will be holding its Executive Board meeting right before the conference. OPEIU will also be hosting an opening reception on Thursday, March 9 to welcome OPEIU delegates to both events, and to kick off a week of activity on behalf of women trade unionists.

If you would like more information about the Working Women Conference 2000, as well as the OPEIU's opening reception, please contact OPEIU International Vice President Kathleen Kinnick at the OPEIU Headquarters, 265 West 14th Street, Suite 610, New York, NY 10011, (212) 675-3210.

OPEIU surveys identify top concerns of women members

Equal pay, job security and adequate childcare top the list of concerns for OPEIU's working women according to the AFL-CIO's "Working Women 2000 Survey."

In order to identify the issues of greatest concern to working women — and thus to craft an agenda for its Working Women 2000 Conference in March — the AFL-CIO prepared and distributed the survey to women throughout North America. A copy of the survey was included in the White Collar, and OPEIU members responded in great numbers.

Pay inequity tops the list of concerns for OPEIU's women members, with nearly 80 percent of respondents saying that something must be done to close the gap between men and women's

salaries in the workplace. "Although it is 2000," observed one respondent, "we have still not met equal pay for equal education and experience in the corporate world."

"I am a single female, head of household, who has been working for 26 years," said another. "I am currently supporting four family members on less than \$25,000. This is appalling — after 26 years, I make less than \$25,000."

Many respondents felt that they were not treated with the same dignity and respect on the job as their male counterparts. Many women added that they felt employers didn't understand the essential role that women play in today's society and in contributing to a sound economy, and complained of the diffi-

culties involved in being a working woman juggling family responsibilities. "After work, it's a whole new life that begins," one woman said simply. Many said that in addition to higher salaries, they would like greater control over work hours, increased job security, better health insurance plans for themselves and their families, and retirement security.

More than 70 percent believe the union plays a key role in improving women's working conditions, and that the union is their voice in the workplace. A union must be strong enough to promote women in our society, said respondents, and they asked that the union be fair, listen to their concerns, and search for constructive solutions to their problems.

Wage gap continues to widen

Women earn 73¢ on the dollar compared to men

The gender wage gap is not closing, according to 1998 earnings data released last fall by the Census Bureau. The earnings figures show that a stubborn wage gap exists for women and minorities despite a booming economy and low unemployment.

According to the National Committee on

Pay Equity (NCPE), in 1963 — when the Equal Pay Act was signed — women earned 59¢ on the dollar compared to men. Today that figure is 73¢ — down from 74¢ on the dollar just one year ago. While the ratio is not considered statistically different from the all-time high reached in 1996 (74¢), it

does make a difference to working women. In real dollars, the difference was \$9,483 in 1998 (compared to \$8,837 in 1997).

For Blacks and Hispanics, the wage gap is even greater. Black women earned 63¢ for every dollar earned by a white man, and Hispanic women earned 53¢. Black men

earned 75¢ and Hispanic men earned 62¢ on the dollar.

"Fair pay is the number one issue for working women today," said Gloria Johnson, chair of NCPE and President of the Coalition of Labor Union Women. "We know bias exists. The question remains, what are we going to do about it?"

Over a lifetime, the wage gap can cost women hundreds of thousands of dollars. By one analysis, over the last 35 years the real median earnings of women have fallen short by \$447,388.

Psychotherapists continue to benefit from affiliation with OPEIU

Last year the Clinical Social Work Federation (CSWF) Board voted overwhelmingly to affiliate with the Office and Professional Employees International Union by joining the National Guild for Medical Professionals, an affiliate of OPEIU. With this move, even more professionals have joined in a partnership with labor.

CSWF's decision was motivated by the need to take a stand to protect its members and the patients for whom they provide mental health services from the negative effects of the managed healthcare delivery system.

Clinical social work is a sub-specialty of the social work profession. While the foundation of the profession lies in the values of general social work, the focus of clinical social work is on the provision of mental health services in order to diagnose, treat, and prevent mental, behavioral and emo-

tional disorders to individuals, families and groups.

Clinical social workers are the largest group of mental health professionals providing psychotherapy in the country today, supplying more than 60 percent of the nation's mental health services. Working both in private and agency practice settings, these professionals are regulated in all states as well as the District of Columbia, Puerto Rico and the Virgin Islands. They work in a wide variety of places — schools, mental health agencies, HMOs, industry, the courts, child guidance clinics, family service agencies and independent practice.

Over the last several years, CSWF has been flooded with complaints from its membership about how the current managed healthcare system has been negatively affecting the treatment of their patients. For example, there have been numerous reports of

breaches of patient confidentiality and privacy by insurance companies which demand too much private information in order to approve ongoing psychotherapy sessions. Further, there are many instances of psychotherapy treatment being either difficult for patients to access or curtailed or terminated earlier than deemed medically advisable.

Even the recent decision by United HealthCare to eliminate pre-authorization for medical services, given so much attention in the news, does not apply to mental health services.

When the country was horrified by a recent series of school shootings, when the innocent people were gunned down in Seattle or Atlanta, and a young woman was pushed in front of an oncoming train in New York City, the need for decent and effective mental health treatment was stressed. Yet, clinicians were regularly told by managed men-

tal health care companies such things as "terminate treatment in two sessions," "refer patient to a (free) community support group in place of individual therapy," or "only medications will be approved — not further psychotherapy." Clinical social workers nationwide decided they could not, in good faith, allow this to continue.

The CSWF needed the power to make changes in the current mental health care system and so they sought out the affiliation with the National Guild for Medical Professionals. This was the first time that any mental health professional organization had taken such a bold step.

As members of OPEIU's National Guild for Medical Professionals, the Clinical Social Work Federation looks forward to working with the Union so that, together, all may secure better healthcare services for our working families.

NLRB boosts union organizing efforts

Rules 4-1 that right to organize is tied to ability to bargain collectively

The National Labor Relations Board has ruled that nonunion employees working in closed shops can be required to help pay for union organizing, giving a boost to the labor movement's organizing activities.

Though both union and nonunion employees profit equally from union negotiated labor agreements, this right was challenged by workers who withdrew from the Food and Commercial Workers Union yet continued to be charged dues which helped pay for organizing.

The board ruled 4-1 that a union's ability to recruit new members is directly tied to its ability to bargain collectively. "Represented employees, whether or not they are mem-

bers of the union that represents them, benefit through the results of collective bargaining," said the board in its written opinion.

In an interview with The New York Times, John Hiatt, AFL-CIO general counsel, said the ruling was consistent with the federation's position that "organizing does have a very direct relationship to collective bargaining, and therefore it should properly be seen as a chargeable expenditure."

"The board's ruling sends a great message to workers — that it recognizes the importance of organizing to the labor movement's growth and ultimate survival," OPEIU International President Michael Goodwin said.

Cornell Labor studies program expands

New courses, advanced certificate now available

Cornell University's School of Industrial and Labor Relations has expanded its Certificate program to enable trade unionists to pursue an Advanced Certificate in Labor Studies, enroll in a series of new courses that address new issues facing the labor movement, and take classes that will earn them three credits.

Advanced Certificate provides in-depth study

Many students taking credit classes at Cornell expressed a strong desire to take more courses in order to improve their knowledge and skills as trade unionists. And as the challenges faced by today's union activists and leaders have grown larger and more complex, the need for more in-depth study has become increasingly important. The Advanced Certificate will allow Cornell students the opportunity to study more thoroughly today's issues and concerns.

New courses offer fresh challenges

Cornell Labor Studies has also developed a series of new courses that are designed to help trade unionists to deal with the broader issues and challenges facing the labor movement. As an academic field, Labor Studies is becoming more diverse and rooted in the social sciences and liberal arts in general. The new courses are designed to develop knowledge and skills, as well as the capacity to become more critical and creative thinkers.

Examples of the new course offerings include:

- **Labor and the Global Economy** — this course looks at globalization and its im-

plications for workers and their organizations. What are the main features of the global economy? How do low wages abroad impact jobs and wages in the United States? This course helps students understand such things as NAFTA, the World Trade Organization, the International Monetary Fund, and the "neo-liberal" agenda. It also looks at internationalism and other labor strategies to help unions deal with the global economy.

- **Collective Bargaining** — a course designed to help students with the range of activities used in the negotiation of union contracts, one that pays attention to new bargaining issues, techniques and concepts. It deals with such things as the scope and structure of the bargaining process, and its

Crown boycott continues

With the end of a four-year old lockout of 252 PACE members in Pasadena, Texas, union members are asking for continued support of the Crown Boycott campaign.

In 1996, Crown Central Petroleum locked out the union members at its Pasadena refinery. Crown wanted to increase the use of contract labor and eliminate seniority provisions in the workers' contract. Crown has since replaced its union work force with non-union contract employees, almost none of whom are minorities.

The boycott is supported by a long list of national organizations supporting the campaign for Justice at Crown, including Jesse Jackson and the Rainbow/PUSH Coalition.

"We are asking consumers not to spend their dollars at Crown gasoline stations and convenience stores, until Crown stops its abuse of workers and addresses its race and gender problems," Jackson said.

Other organizations supporting the boycott include the NAACP, National Baptist Convention USA Inc., National Black Caucus of State Legislators, Coalition of Black Trade Unionists and numerous environmental organizations.

Despite the lawsuit brought against Crown by hourly and management employees for violations of the Civil Rights Act,

Crown continues its practice of discrimination. According to a study conducted by PACE, African Americans and women were virtually eliminated from the hourly work force at Crown's Pasadena refinery as a result of the lockout. The study found that there are only two African Americans and no females now working as refinery operators. Before the lockout, approximately 25-30 percent of operators were African Americans.

While Crown continues to publicly deny its discrimination, evidence shows the company:

- In its own 1997 Affirmative Action Plan admitted the underutilization of women and minorities;

- Destroyed its affirmative action plan for its Baltimore office; and

- Still relies on an exclusive promotions system that restricts advancement, almost completely, to white males.

All union members are encouraged to continue to support the Crown boycott. If you'd like to become a volunteer, leafletting at Crown gas stations and Fast Fare and Zippy Mart convenience stores, contact a Crown boycott coordinator:

Ed Rothstein	410-837-7906
Gladys Haley	770-994-3415
Derrick Combs	205-322-7462
James Broaddus	804-355-9153

social and historical development.

- **Union Organizing** — exposes students to issues around union organizing. It traces how organizing has been done in the past, and why today's unions are using more creative and audacious tactics. The course also deals with anti-union consultants and campaigns, and how they can be resisted.

Three-credit courses available

For the first time in many years, Cornell Labor Studies will resume offering three-credit classes to allow for more study time in a given subject. This will not affect the cost or duration of the Certificate, but will allow for more focused and deliberate study and skills development. Each three-credit

class runs for a total of 36 hours. The traditional 1.5 credit classes will also continue for the foreseeable future.

Open to all in labor movement

The Cornell Labor studies program is open to any person interested in knowing more about the labor movement and the world of union-management relations. Students can enroll in an individual course or pursue the full 18-credit Cornell Labor Studies Certificate or the 36-credit Advanced Certificate. Classes are held weekday evenings and Saturday mornings at the Cornell Conference Center, 16 East 34th Street. Tuition for the courses is \$105.00 per credit. Students are admitted on an open enrollment basis.

AFL-CIO: pro-union attitudes increasing

WASHINGTON — Americans are increasingly positive about unions, as they realize how organized labor can help them benefit more from the rising economy, according to AFL-CIO data.

In data released just before Labor Day — when the federation announced a new report on the attitudes of young people towards unions — the federation outlined a number of indicators of pro-union sentiment. The data, collected by Peter D. Hart Research Associates, Inc., included:

- In 1999, a plurality (39 percent) of respondents are positive about the impact of unions, and more than three-fourths of

those surveyed are positive or neutral. Only 23 percent are negative. In 1993, the answers were split roughly into equal thirds.

- Young adults are pro-union by a 2-1 margin (37 percent — 18 percent), with the rest undecided. A majority of young workers who do not now have a union would choose one if they could (54 percent — 38 percent).

- A majority of all workers (52 percent) believe the nation would be better off if more workers were unionized. Only 22 percent feel it would be worse off.

- Backing up federal statistics, workers realize that union workers are better off individually, with 52 percent saying so, com-

pared to 20 percent who feel union workers are worse off than other workers. Federal figures show unionized workers earn significantly more per week than their non-union colleagues.

Unions are taking advantage of these attitudes by increasing organizing, the federation added in its Labor Day outlook.

The results from the polls and increased organizing are starting to appear in union rolls. The AFL-CIO reports more than 475,000 workers organized last year, a 23 percent increase over 1997.

New membership numbers mean "1999 is on a pace to meet or exceed 1998," the federation predicts.

Local News

Brandon Ruh attends the National Young Leaders Conference

Brandon Ruh of Broadmoor High School in Baton Rouge, La., was selected to attend the National Young Leaders Conference from October 26-31, 1999 in Washington, D.C.

The National Young Leaders Conference is a unique leadership development program for high school students who have demonstrated leadership potential and scholastic merit. Ruh, son of Local 383 member Sharon Ruh, was among 350 outstanding National Scholars attending the conference from across the country.

Highlights of the program included welcoming remarks from the floor of the United States House of Representatives and a panel discussion with prominent journalists at the National Press Club. Ruh also met with his senators and representatives to discuss important issues facing Baton Rouge and the nation.

The conference culminated with the Model Congress, in which scholars as-



Brandon Ruh

sume the roles of United States representatives by debating, amending and voting on proposed legislation.



More than 400 members attended Local 153's annual training conference. Joining Local 153 Secretary-Treasurer and International Vice President Richard Lanigan were International Secretary-Treasurer Gilles Beauregard, Canadian Director Michel Lajeunesse and International Vice Presidents J.B. Moss and Walter Allen.

**For more information about the OPEIU,
visit our website at
<http://www.OPEIU.org>.**

Local 30 participates in Working Families Convocation & Rally



Prior to speaking to the AFL-CIO's Working Families Convocation & Rally in Los Angeles on October 9, 1999, OPEIU Local 30 (Southern California) Business Representative Gerry Curran (right) meets with civil rights leader and labor activist Rev. Jesse Jackson. Local 30 was among hundreds of unions participating in the rally.

Local 277 ratifies first contract with Kaiser Permanente

OPEIU Local 277 Business Manager and International Vice President J.B. Moss has announced ratification of a first contract with Kaiser Permanente covering seventy employees at Kaiser's Customer Service Center in Fort Worth, Texas.

The Union at Kaiser's Fort Worth location was born on May 26, 1999 when Federal Mediator Dale Johnson verified Local 277's card count resulting in Kaiser's recognition of the Union.

In the negotiations that followed, Moss was joined by Local 277 Vice President and Business Representative Becky Turner. They succeeded in negotiating a 10 percent wage increase over the life of the agreement including general wage increases, inequity adjustments and shift

differentials. In addition to these increases, the workers received a \$500.00 signing bonus, increased contributions to the company's 403 (B) plan, an additional holiday, guaranteed call-out pay, improved bereavement leave, and language on seniority, recall and promotion rights.

From start to finish, the agreement was completed in less than six months — the standard time it should take to negotiate a first contract. The potential to achieve a good first contract doesn't necessarily improve with the passage of time. We need to fight for that contract following recognition while the level of enthusiasm among the workers is high.

Congratulations to our new members and everyone involved at Local 277.

Canadian Locals in the News

Bitter lock-out over

SEPB members at Bell ActiMedia vote for tentative agreement

Members of SEPB 57 at Bell ActiMedia in Montreal have reached a tentative agreement with the employer ending the bitter six-month lock-out that began March 10, 1999.

"We faced serious concession demands from Bell and bargaining was difficult, but we were able to resolve major issues such as job security and salary increases to compensate for a longer workweek," reported Union Representative Kateri Lefebvre, who led the bargaining committee. "We defeated Bell's plans to rationalize at the employee's expense because union members stuck together," she

added.

"This tentative agreement includes many improvements to the collective agreement, and our members will be able to proudly walk back into the job," Lefebvre concluded.

The 350 SEPB 57 members at the Bell Montreal office voted on the proposed settlement on September 17, 1999. The new contract runs from October 1, 1998 to September 30, 2003.

In addition to Lefebvre, the bargaining committee included Sylvie Bouchard, Marjolaine Léonard, Manon Pilon, Monique Grenier and France Curtis.

Strike at Patricia Centre for Children and Youth ends

After eleven weeks on the picket line, members of OPEIU Local 521 employed at the Patricia Centre for Children and Youth returned to work on November 8, 1999.

Twenty-four members walked off the job on August 23 to back contract demands aimed at curbing the abuse of power by management.

"We are happy to report that all of our major issues were addressed," said union spokesperson Don Talarico.

"We have achieved language that says union members shall not be unreasonably denied representation at meetings with management where the employee believes

discipline may be an issue," Talarico continued. "We have gained the right to file union grievances when an individual member may not choose to grieve. We have clarified the right of an employee to bank hours in excess of seven in a day or thirty-five in a week to be taken at a mutually agreeable time within the next sixty days. And we have removed management's right to ask for details regarding diagnosis and treatment when it comes to medical certificates.

"These were our goals, and we have achieved all of them," Talarico concluded.

The new agreement is for a twenty-three month period and will expire December 31, 2000.

Caisse populaire de Sutton strike successful

Employees get superior agreement

An agreement has been reached at the Sutton caisse populaire (credit union), ending a bitter seven-month strike. The thirteen employees were up against a tough employer who refused to negotiate their first collective agreement.

"This is a wonderful victory," says SEPB 57 Treasurer Francine Hebert, because this agreement — the first to occur in the Eastern Townships Federation des

caisses populaires — is by far superior to what already exists in other unionized credit unions in this federation (non of which are unionized with SEPB 57).

Highlights of the three-year agreement include salary adjustments ranging from two to 14 percent, wage increases of 2, 3 and 3 percent each respective year, a 17-week paid maternity leave and language addressing work schedules.

Remembrances

Local 15 loses Herbert Mitchell, Bernadette Gouthro

The members and leadership of Local 15, Coquitlam, B.C., are mourning the loss of two retired members, Herbert "Bert" Charles Mitchell and Bernadette Gouthro.

Brother Mitchell, a retired Local 15 Business Representative, passed away at his home in Kelowna, B.C. on October 2, 1999. "With an eye for the poor and the working class, Bert was a man of spirituality and compassion who never spoke ill of anyone," said Local 15 Secretary-Treasurer Emeritus Opal Skilling. "We will all remember him as a wonderful man, who enriched our lives with his presence; we were made better people because of him.

"The OPEIU's thoughts and prayers are with Brother Mitchell's wife Faye Saxon and the rest of his family," Skilling said.

A service was also held on November 5, 1999 in Port Alberni, B.C. to remember Sister Bernadette Gouthro who passed away in Victoria at the age of 84.

Sister Gouthro was one of the fifteen women who chartered Local 15 on February 1, 1945. "She was a courageous woman who dedicated many years of service to her local union," said Local 15 President Barry Hodson. "She was elected President, Secretary-Treasurer and worked diligently on various committees throughout her tenure as a member, officer and charter member of Local 15.

"We send our condolences to her sisters Val Blake and Lorna Regan and their various families," Hodson continued.

OPEIU Canadian Convention to be held April 1-2, 2000

The Eighth Triennial Canadian Convention of the OPEIU will be held April 1-2, 2000 at the Sheraton Centre Toronto, in Toronto, Ontario.

Below is a tentative agenda:

Saturday, April 1, 2000 — Morning

- 8:00-9:00** Registration of delegates
- Opening of Meeting
 - Word of Welcome by Linda Thorney, Toronto Labour Council
 - Adoption of the Agenda
 - Address by International President Michael Goodwin
 - Report of Canadian Director Michel Lajeunesse
 - Presentation of Convention documents
 - Report of the Credentials Committee

12:00 Recess

Afternoon

- 2:00 p.m.**
- Address — Ken Georgetti, President of the Canadian Labour Congress
 - Report of the Resolutions Committee
 - Procedure for nomination and election of Canadian Officers
 - Nominations for Canadian Officers

5:00 Recess

Sunday, April 2, 2000 — Morning

- 9:00** Report of the Resolutions Committee
- 9:30** Address — Irene Harris, Executive Vice-President, Ontario Federation of Labour
- 10:00** Election of Canadian Officers
- 11:30** Final report of the Credentials Committee
- 1:00 p.m.** Adjournment

HAPPY NEW YEAR AND WELCOME TO 2000!

The officers of the Office and Professional Employees International Union wish you and your family all the best in the New Year.



Michael Goodwin
International President



Gilles Beauregard
Secretary-Treasurer



Michel Lajeunesse
Canadian Director



Maurice LaPlante
International Vice President
Region I



Claude Grenier
International Vice President
Region I



Richard Lanigan
International Vice President
Region II



Dr. John Mattiacci
International Vice President
Region II



Patricia Priloh
International Vice President
Region II



Walter Allen
International Vice President
Region II



Dan Dyer
International Vice President
Region II



Phillip Pope
International Vice President
Region III



J.B. Moss
International Vice President
Region IV



Kathleen Kinnick
International Vice President
Region V



Judy Solkovits
International Vice President
Region V



Elizabeth Alonso
International Vice President
Region V



Gary Kirkland
International Vice President
Region VI



Maureen Bo
International Vice President
Region VI



Theresa Horner
International Vice President
Region VII



Julie Weir-Ramos
International Vice President
Region VII



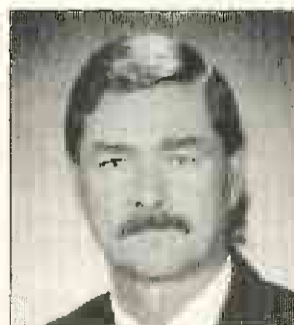
Anita Roy
International Vice President
Region VII



Millie Hall
International Vice President
Region VII



Jeri New
International Vice President
Region VIII



Nick Kapell
International Vice President
Region IX



Janice Best
International Vice President
Region X

Additional 1999 Scholarship winners announced

In addition to the winners listed in previous issues of White Collar, the OPEIU is proud to announce the following are also the recipients of 1999 OPEIU scholarships.

Howard Coughlin Memorial Scholarship Fund Full-Time Winners



*Gregory M. Bilton
Cohasset, Mass.
Attending
Brown University*



*Lindsay M. Holland
West Linn, Ore.
Attending
University of
Notre Dame*



*Milena R. Shattuck
Antioch, Calif.
Attending
University of
California,
San Diego*



*Cliff James Walker
Saskatoon,
Saskatchewan,
Canada
Attending
University of
Saskatchewan*

Part-Time Winners



*Jill L. Battle
Bowie, MD
Attending Prince
Georges
Community
College*



*Cynthia M. Price
Washington, DC
Attending
Georgetown
University*



*Keishala K. High
Kingston, Tenn.
Attending Roane
State Community
College*

Tennessee Valley Authority Employees



*Rachel L. Halter
East Ridge, Tenn.
Attending
Brenau
University*



*Amber M. McCorvie
Hixson, Tenn.
Attending Middle
Tennessee State
University*

Announcing the 2000 Office and Professional Employees International Union Romeo Corbeil Scholarship Fund Summer Camp

Six (6) scholarships will be awarded on the basis of at least one (1) per region and not to exceed one (1) per family for a lifetime. Applications are open to children (between ages 13 and 16 **ONLY**) of OPEIU members in good standing or associate members, all of whom must meet the eligibility requirements and comply with the Rules and Regulations as established by the OPEIU Executive Board. Each scholarship has a total maximum value of \$2,000.00.

ELIGIBILITY:

An applicant must be the son, daughter, stepchild or legally adopted child (between ages 13 and 16 **ONLY**) of an OPEIU member in good standing or an associate member.

PROCEDURES:

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

FORMS:

Application forms may be ob-

tained 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, NW, Suite 801, Washington, DC 20036, no later than May 31st of each year.

TIME AND PLACE:

This year's **Summer Camp** will be held in August 2000 at University Forest Environmental Education Center, University of Missouri, Route 2, Box 139, Williamsville, MO 63967, phone (573) 222-8373, fax (573) 222-8829.

SELECTION OF SCHOLARSHIP:

Announcement of the winners will be made during the month of **June** of each year.

ADDRESS ALL INQUIRIES TO:

OPEIU
Romeo Corbeil Scholarship Fund
"Summer Camp"
1660 L Street, NW, Suite 801
Washington, DC 20036
PHONE: (202) 393-4464
FAX: (202) 347-0649

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1-800-452-9425
UNION FAMILY SAVERS



Announcing the 2000 John Kelly Labor Studies Scholarship

Deadline: March 31, 2000

In memory of the late John Kelly, OPEIU President, (1979-1994) the International Union Executive Board established a scholarship fund in his name. John Kelly was totally committed to education and training for working people, most particularly our own union members. It was during his presidency that the union began the Howard Coughlin Memorial Scholarship and added and expanded union training programs for its members, officers and staff.

The Howard Coughlin Memorial Scholarship Fund is open to members, associate members and their eligible dependents for any university or college for any course of study. However, the John Kelly Labor Studies Scholarship Fund is dedicated strictly to OPEIU members or associate members who desire to pursue studies and a career in labor relations.

We owe so much to John Kelly and are very pleased to memorialize him with a scholarship in his name.

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 \$2,000.00.

ELIGIBILITY:

The applicant must be:

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

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

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

PROCEDURES:

Each applicant must file an official John Kelly Labor Studies Scholarship Fund 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. 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.

REQUIREMENTS:

Application: All applicants are required to submit a completed application, which is endorsed by the Local Union President or Secretary-Treasurer.

High School Transcript: All applicants are required to submit their High School transcript.

Rank in Class: High School transcript must show rank in class or rank in class must be provided. In the event the High School does not rank students, approximate rank or percentile and class size must be provided.

College Transcript: If presently enrolled in a College, University or a recognized Technical or Vocational Post-Secondary School, applicant is required to submit College transcript, along with their High School transcript.

Essay: All applicants are required to submit an essay on their occupational goals (300 to 500 words). This essay should be double-spaced and typed on 8½" x 11" paper.

Statement of Intent: All applicants are required to execute the Statement of Intent to remain within the OPEIU for a period of at least two (2) years.

APPLICATIONS AND REQUIREMENTS:

All applications, High School transcripts, Rank in Class or approximate rank or percentile and class size must be provided, College Transcripts (if applicable) and Essays must be received at the Secretary-Treasurer's office of the International Union, 1660 L Street, NW, Suite 801, Washington, DC 20036, no later than **March 31st** of each year.

SELECTION OF SCHOLARSHIP:

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

Address all inquiries to:

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

Announcing the 2000 Howard Coughlin Memorial Scholarship Fund

Deadline: March 31, 2000

FULL-TIME SCHOLARSHIPS

Twelve (12) full-time scholarships will be awarded on the basis of at least one (1) per region and not to exceed one (1) per family for a lifetime. Applications are open to members in good standing, associate members, or to their children, all of whom must meet the eligibility requirements and comply with the Rules and Procedures as established by the OPEIU Executive Board. Each scholarship has a total maximum value of \$4,000.00.

ELIGIBILITY:

An applicant must be either: a member or an associate member of OPEIU in good standing on the date of award, unless a member loses employment to study on a full-time basis, retires, becomes disabled, or terminated from employer layoffs and plant closing, 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: High School senior or High School graduate entering a College, University or a recognized Technical or Vocational Post-Secondary School as a full-time student, presently in a College, University, or a recognized technical or Vocational Post-Secondary school as a full-time student.

PART-TIME SCHOLARSHIPS

Six (6) part-time scholarships will be awarded on the basis of at least one (1) per region in order to reach a greater number of members, as full-time scholarships are generally awarded to children of members, and not to exceed one (1) per family for a lifetime. Applications are open to members in good standing, associate members, or to their children, all of whom must meet the eligibility requirements and comply with the Rules and Regulations as established by the OPEIU Executive Board. Each part-time scholarship is \$500.00 per year for a total maximum value of \$2,000.00.

Part-time scholarships are defined as a minimum of three (3) credits and no more than two (2) courses.

If a part-time 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 this Scholarship Fund.

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 a member, a parent of an applicant, or an associate member is in good standing on the date of award. The application form must also be endorsed if a member loses employment to study on a full-time basis, retires, is disabled, or is terminated from employer layoffs and plant closings. 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.

REQUIREMENTS:

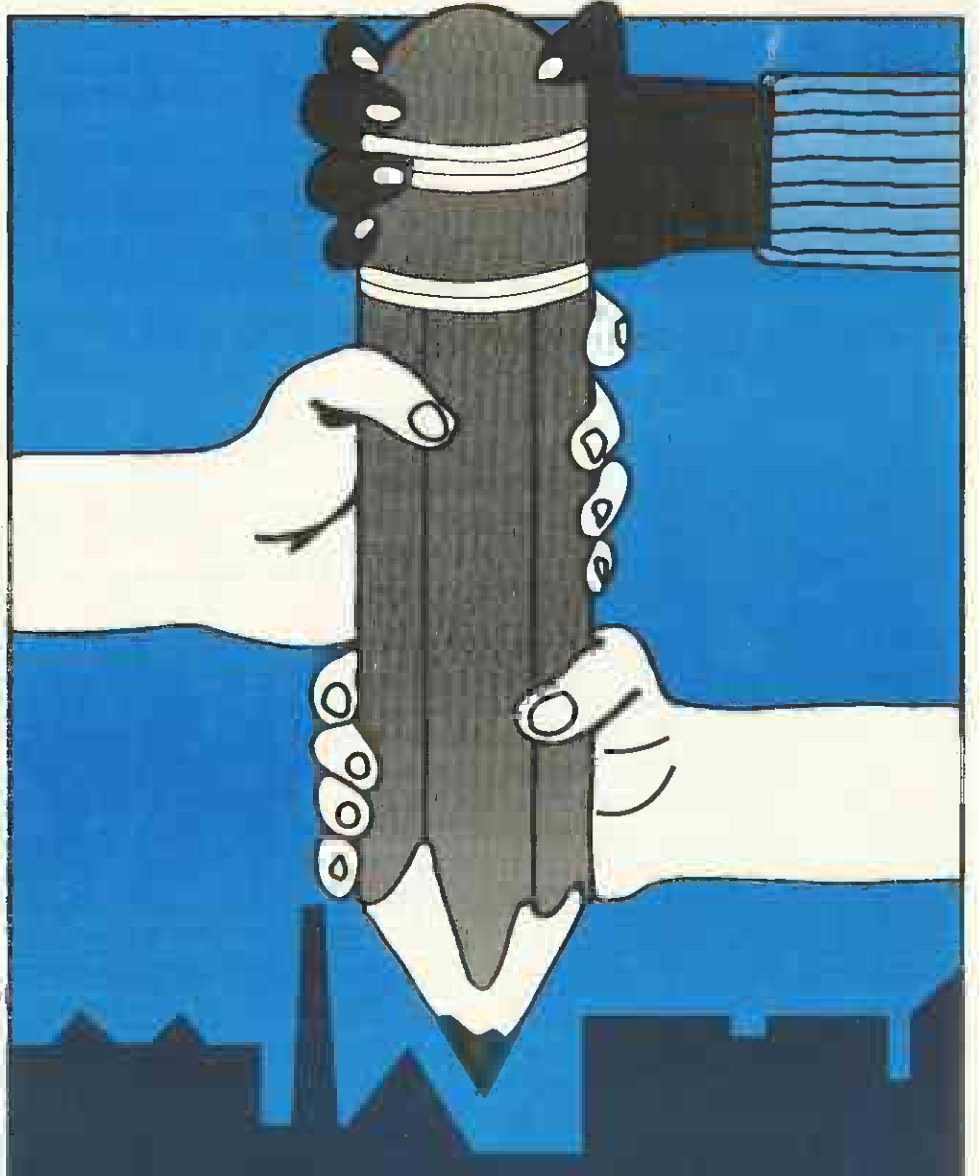
High School Transcript: All applicants are required to submit their High School transcript. Rank in Class: High School transcript must show rank in class or rank in class must be provided. In the event the High School does not rank students, approximate rank or percentile and class size must be provided.

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

Test: All applicants are required to take a Scholarship Aptitude Test — SAT — (the admissions Testing Program Examination of the College Entrance Examination Board), American College Testing Program — ACT — or equivalent examination by a recognized Technical or Vocational Post-Secondary School. If you have already taken any of 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.

APPLICATIONS AND REQUIREMENTS:

All applications and requirements must be received at the Secretary-Treasurer's office of the International Union, 1660 L Street, NW, Suite 801, Washington, DC 20036, no later than March 31st of each year.



SEND FOR OPEIU SCHOLARSHIP APPLICATION

Application and Requirements deadline — March 31, 2000

Please send me the application for the 2000 Howard Coughlin Memorial Scholarship.

Name _____

Address _____

City _____

State _____

Zip _____

OPEIU Local Union _____

Send to: OPEIU

Howard Coughlin Memorial Scholarship Fund
1660 L Street, NW, Suite 801
Washington, DC 20036

Call for Canadian Address at (514) 522-6511. The Canadian deadline is March 1, 2000.

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 each year.

Address all inquires to:

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

Editorial



From Humble Beginnings to Union Cities

by Michael Goodwin, International President

I hope that all of you had a wonderful holiday. It's good to be alive during these exciting times as we face the new millennium and new challenges. As I write this column, I'm looking at a picture on the wall of AFL President William Green presenting a charter to OPEIU Secretary-Treasurer J. Howard Hicks in 1945. The charter in the picture is also on the wall behind my desk where it has been for 55 years. It makes you stop and think of the wonderful progress that we have made working together as a group over the years.

In those days, the International Union had about 20,000 members. They were joined together by such people as J. Howard Hicks, Paul Hutchings and Howard Coughlin. From these humble beginnings, we have grown our union to 140,000 members bringing improved wages, hours and working conditions to thousands of people who otherwise would have been shut out had it not been for us. Today, we continue that great mission to grow, organize and build.

The OPEIU is a leading union in organizing, blazing a path into uncharted waters. We are literally out there without a road map as we attempt to bring into the labor movement groups of people who, twenty years ago, would never have even given the idea of a union a second thought. Doctors, clinical social workers, models and a host of other professionals are now following OPEIU's lead.

The path we have chosen will not be an easy one — fraught with problems such as coverage under the NLRA, Federal Anti-Trust laws, status as independent contractors and ERISA. But obstacles have always been in the way when people are fighting for change and the OPEIU is no stranger to change. We will continue to push forward and assist these professionals in their hour of need. Twenty years from now in the year

2020 (no pun intended), we will be able to look back reflectively on these times wondering why the resistance; as by then professionals in unions will be a normality.

Now let me tell you what we are doing in Chicago and plan to do in other OPEIU identified Union Cities. The International Union has embarked on an ambitious program to build Local 28 into a viable, strong union.

When we examined the progress of the labor movement versus the progress of our local unions in various cities, we found that OPEIU was seriously under represented in several of them. In other words, we weren't making the same progress in those cities as other unions. Chicago was an obvious place. Chicago is a city of more than 3 million people with two OPEIU local unions with less than 500 members combined. Data on other cities showed the same story. In response, we have determined that the International Union needed to play a greater role in Chicago to assist Local 28, as well as in other cities. In August, we helped move the Local 28 office from outside of town into Chicago itself with computers, office space and a part-time employee to get things going. Local 28 member Virginia Kerr has agreed to work in this office as the part-time employee and was joined by International Vice President Julie Weir-Ramos who will help get the organizing started.

With Virginia, Julie, Isidro Diaz (Local 28's President) and working with all the other officers and volunteers, we have high hopes for Local 28. Director of Field Services Kevin Kistler will be coordinating this effort. I expect to report great progress in Chicago in the near future as we launch our OPEIU Union Cities program. Other cities are now under consideration for the program. I believe that the only way we will see progress in these areas is for the Interna-

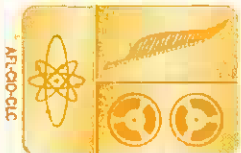


OPEIU International President Michael Goodwin and Local 153 Secretary-Treasurer and International Vice President Richard Lanigan meet with President Clinton in New York.

tional Union and the local unions to join forces on a joint project. We need this type of cooperation if we are to continue our

mission to organize the unorganized.

I'll keep you informed of the progress of the OPEIU Union Cities program.



Printed in USA

Happy Millennium