

September 11, 2001

# WHITE COLLAR

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

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## OPEIU mourns loss of two members at World Trade Center

OPEIU is mourning the loss of two members as a result of the terrorist attacks on the World Trade Center in New York on September 11, 2001.

There were 87 OPEIU Local 153 members employed in the World Trade Center. William Valcarcel, employed by New York State, and Michael Boyle, employed by the Uniformed Firefighters Association are missing and presumed dead. Also, the son of Local 174 (Burbank, California) Executive Board member Carole Weems was a passenger on the second plane that crashed into the south tower. OPEIU extends its sincere sympathy to their families.

The other 85 Local 153 members were able to escape unharmed. They were working for Local 153 employers: Millennium Hotel, Marriott WTC, Empire Blue Cross, New York Stock Exchange and New York Board of Trades. The economic impact of this attack is causing widespread unemployment, leaving many of our members without health insurance.

In response, the International Union Executive Board has approved a program to receive monies to assist OPEIU members, with the recommendation that each OPEIU member contribute \$10 to the *OPEIU Relief Fund*. The monies raised will be distributed to those most in need.

At the recent Canadian National Committee meeting, Vice President Nick Kapell from Local 397, Regina, Saskatchewan, presented a check to the *OPEIU Relief Fund* in the amount of

\$15,000. He stated that Local 397 would also match individual \$10 contributions of its members. If all OPEIU Local Unions do what Local

397 is doing, OPEIU will be able to raise millions of dollars for this worthy cause. Contributions should be sent to OPEIU,

*OPEIU Relief Fund*, Attention Secretary-Treasurer Gilles Beauregard, 1660 L Street, NW, Suite 801, Washington, D.C. 20036.



International President Michael Goodwin and Director of Organization and Field Services Kevin Kistler meeting with Local 153 members who were employees of the Marriott World Trade Center, the hotel that was destroyed by the September 11 terrorist attack. From left to right are Teresita Bautista, Victoria Brito, Dolly Munhoo and Cecille Brito.

## Convention coverage begins on page 2

In this section, you will find a review of all the speakers who addressed the convention, resolutions passed by the delegates, as well as a gallery of photos.

**ORGANIZING**  
FOR  
**CHANGE**

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## Special recognition for loyalty, organizing

Each delegate received a seniority pin in their delegate kit, indicating the number of years they have been a member of the OPEIU. The Convention recognized those five members with the most years of service; combined, these members have 240 years of service. These members are: Kathryn L. Lee, Local 339, Akron, Ohio; Vivian Grubbs, Local 1794, Cleveland, Ohio; J.B. Moss, Local 277, Fort Worth, Texas; Louis Philippe Lamoureux, Local 463, Quebec, Canada; and Charlie Ponti Sr., Local 153, New York, New York. Ponti has the most years of service, having joined the OPEIU in 1937. Secretary-Treasurer Gilles Beauregard also paid special tribute to Lamoureux, who has been a friend and mentor to Beauregard since he first ran for Local Union President in 1960.

Secretary-Treasurer Beauregard gave special recognition to two loyal members of the OPEIU Secretary-Treasurer's office who are retiring this year. Sandra Rose has worked at the OPEIU for 35 years, and Mary Foki for 32 years. Also recognized was staff mem-

ber, Barbara Devine, who is also retiring but was not at the convention.

The Bronze Award for Organizing was

then given to Lupe Salazar, Local 174, Los Angeles, California, for her work organizing two units at Warner Brothers.

An Executive Board Resolution was also passed recognizing the contributions of retired Director of Organization, Jay Porcaro.



Charlie Ponti Sr., Local 153, New York, N.Y. addresses the convention. Ponti has the most years of service of any living member, having joined the Union in 1937.



Sandra Rose retires from the Secretary-Treasurer's office after 35 years of service.



Lupe Salazar, Local 174, Los Angeles, California, is awarded the Bronze award for organizing.



Mary Foki retires from the Secretary-Treasurer's office after 32 years of service. She is escorted by International Representative Vince Menditto and OPEIU Purchasing Agent Geoffrey Palmer.



Secretary-Treasurer Beauregard, retired Director of Organization Jay Porcaro, and International President Goodwin. Porcaro is the subject of an Executive Board Resolution passed at the Convention recognizing his many contributions to OPEIU.

# Convention Scenes



International President Goodwin pictured with ITPEU Director of Organization Dennis Harrington, President John Conley and Secretary-Treasurer John Brenton III.



Canadian Director Lajeunesse, Secretary-Treasurer Beaugard, International Vice President Carol Dupuis, retiring Vice President Janice Best and International President Goodwin.



Karen Rockwell, Local 397, Regina, Saskatchewan, Canada.



Verleen Wilder, Local 8, Seattle, Washington.



Carol Baker, Local 343, Toronto, Ontario, Canada.



Cynthia Oleson, Local 35, Milwaukee, Wisconsin.



International Vice President Jerri New, Canadian Director Lajeunesse, Hassan Yussuff, President of the Canadian Labor Congress, and International President Goodwin.



Secretary-Treasurer Beaugard, International Vice President John Mattiacci, Doug Sowell, President of the American Podiatric Medical Association, and International President Goodwin.

# Convention Scenes



Vice President Emerita Carolyn Combs swears in the newly elected OPEIU Executive Board.



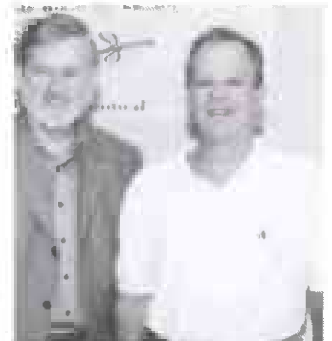
International Secretary-Treasurer Beaugard.



International Vice President Jeri New seconds Michael Goodwin's nomination.



International Vice President Kathleen Kinnick.



International Vice President Richard Lanigan nominates Michael Goodwin for International President.



Delegates relax and confer before the morning session begins.



Secretary-Treasurer Beaugard and Director of Organization and Field Services Kevin Kistler.

# Convention Scenes



International Vice President Maurice Laplante.



International Vice President Carol Dupuis.



International Vice President Mille Hall.



International Vice President Patricia Priloh.



Canadian Director Lajeunesse congratulates Janice Best as she is conferred Vice President Emerita status upon her retirement from the Union.



International President Goodwin thanks Free The Children founder Craig Kielburger for joining the convention.



Delegates vote for the OPEIU Executive Board.



Kathryn L. Lee, Local 339, Akron, Ohio is recognized for her many years of service in OPEIU.

# Convention Scenes



**Eddie Humphrey, Region IV ROC Organizer.**



**Tamara Rubyn, Local 29, Oakland, California.**



**Tony Vanderbloemen, Local 9, Milwaukee, Wisconsin.**



**Doug Hill, Local 378, Vancouver, B.C.**



**Judy Butz, Local 5, Denver, Colorado.**



**Jeff Fleming, Local 459, Lansing, Michigan.**



**Pam George, Local 306, Amarillo, Texas.**



**Dr. Stan Boc, Local 45, Camp Hill, Pennsylvania.**



**Delegate Steve Tully, Local 32, Newark, N.J., and others stand to support Janet Reno's run for Governor of Florida.**



**Secretary-Treasurer Beauregard, Louis Philippe Lamoureux and International President Goodwin.**



# Convention Scenes



Patricia Hoffman, Business Representative with Local 153, New York, N.Y., talks with friends.



It's all smiles at the convention.



A happy group of delegates, guests and spouses.



Vivian Grubbs, Local 1794, Cleveland, Ohio addresses the convention. Grubbs was recognized for her years of service to OPEIU.



Secretary-Treasurer Beauregard, International Vice President Mattiacci, International President Goodwin and Director of Organization and Field Services Kistler.



Federation of Catholic Teachers President Michele MacDonald with Free The Children's Craig Kielburger.



A convention delegate enjoys the daily newsletter, *Delegate*.



International Vice President Gary Kirkland and convention delegates.



Jim Sullivan, the Chair of the Sergeant-at-Arms Committee, and President of Local 11.

# Convention Scenes



Delegates in session.



Christine Page, a member of the Sergeant-at-Arms Committee, and Local 174, Burbank, California.



Delegates at work.



A "Canadian Mounty" gives a salute to all Canadian delegates.



Francine Doyon of the Canadian Director's office, Secretary-Treasurer Beauregard and Richard Ellis, Local 100, observe the singing of the National Anthem by Ben Parrish, United Memorial Bible Services, Inc.

(Right Photo): Conny Ford, Local 3, San Francisco, California, and Karen Rockwell, Local 397, Regina, Saskatchewan, Canada. Rockwell served as the chair of the Election Committee; Ford was co-chair.



Edwina Dunne, Local 153, New York, N.Y. (Federation of Catholic Teachers) wins the VOTE Raffle.



International Vice President Kirkland accepts an award on behalf of Local 11, Portland, Oregon, for its exemplary support of OPEIU's Voice of the Electorate (VOTE) Program.



# Convention Scenes



Adele Mueller, Local 112, Allentown, Pennsylvania.



Richard Ellis, Local 100, Miami, Florida; Ben Parrish, United Memorial Bible Services, Inc.; and Judy Boehmer, Local 397, Regina, Saskatchewan, Canada.



Dr. Michael Wodka, Local 45, OPEIU's National Guild of Medical Professionals.



International Vice President Maureen Bo.



"Lady Liberty," a.k.a. Neysa Griffith, Local 153, New York, N.Y., makes a visit to the convention.



Former Attorney General Janet Reno and her convention escort committee.



A convention participant reads *Delegate*.



International Vice President Julie Weir and International Vice President Jerri New deliver a report.



International Vice President Phil Pope.



Billie Adams, OPEIU Vice President Emeritus serves as Chairman Pro Tempore during nominations for International President.

# Convention Scenes



International Vice President Claude Grenier.



International Vice President Anita Roy.



International Vice President Dan Dyer.



Lula Stewart, Local 204, Pascagoula, Mississippi.



International Vice Presidents Mille Hall and Carol Dupuis deliver a report to the convention.



International Vice President Judy Solkovits.



International Vice President J.B. Moss.



Local 2 delegates and guests, with OPEIU International Vice President Dan Dyer (far right).



Juan Alvarez, Local 153, New York, N.Y.



Judy Zerk, Local 23, Tacoma, Washington.



Rich Sabo and Gary Locke work behind the scenes.



Mary Foki, a retiring member of the Secretary-Treasurer's office, and OPEIU Purchasing Agent Geoffrey Paimer.



General Counsel Melvin Schwarzwald with Convention Parliamentarian Carl Jimmy Stickler.

## Local 35 successfully fights lock out at Alfa/Laval



Local 35 members speaking with the press at the demonstration where some "cross-dressed for success." Among those present are (center) Local 35 President Judy Burnick, Chief Steward Cassie Cokes, Kathy Hauptman, Kim Rodriguez, Karen Ellis, Gail Plaistad, Kathy Nickel and Nancy Byers.

Members of OPEIU Local 35 who were locked out of their jobs at the Alfa Laval/Tri Clover company in

Kenosha, Wisconsin, bravely fought back management and won a new contract. Almost all of the Local 35 members employed at Alfa/Laval are women. While the company easily reached a contract agreement with the machinists union, a bargaining unit that is mostly male, it turned around and demanded a string of serious givebacks from Local 35

nothing less than a gutting of the contract. The Union resisted the demands. Seeing that Local 35 and its members were not about to give in to its hardball tactics, the company responded by locking out the employees.

But the Local 35 membership fought back. The Union began picketing and it reached out to the media. OPEIU and other local unions in the Kenosha area gave support. Then a rally was held that really got the company and the media to take notice. Because the company had signed a fair contract with its other bargaining unit that is mostly men, Local 35 decided to stage a major demonstration called "Cross Dress for Success." And, yes, the women in Local 35 dressed as men for the demonstration.

The message was obvious and the tactic worked. The demonstration received wide coverage in the media and a contract was reached with the company the very next day. The two-year deal was overwhelmingly ratified by Local 35 members.

Under the terms of the agreement all locked out members of Local 35 returned to their jobs. Although wages were never an issue in the dispute, the agreement calls for 2 percent wage hikes in each year. The contract also contains improvements in the employees' long-term disability, life insurance and pension benefits. The major issue between the employees and management dealt with seniority rights. All seniority rights are preserved in the new agreement, along with other contract language that was considered vital by the Union and its members. Retired members' health insurance will be fully paid by the company.

The President of Local 35, Judy Burnick, expressed appreciation to members of other labor unions and the public. "We are extremely grateful for the outstanding support from the community and from other labor unions, especially the machinists," she said. "This contract proves that solidarity is alive and well in Wisconsin."

## What to do if you receive an anthrax threat

The United States Postal Service has posted to its website information on what you should do if you receive an anthrax threat. OPEIU believes that it would be helpful for you to have this information in hard copy for distribution to your members. It is recommended that you reprint the information in your local union publication and post on your website. Please note that this information is as of October 16, 2001. The USPS may update it from time to time. Please check USPS website [www.usps.com](http://www.usps.com) for the latest information.

If you have any questions or ideas on how the International Union can be of further assistance in this matter, please let us know.

### What To Do If You Receive An Anthrax Threat

How likely is it that someone would receive a harmful biological or chemical substance in the mail?

The Postal Service delivers approximately 208 billion pieces of mail per year. Presently, there have been only two confirmed incidents of anthrax bacteria being sent through the mail.

#### What Should I do if I Receive an Anthrax Threat by Mail?

- Do not handle the mail piece or package suspected of contamination.
- Notify your supervisor, who will immediately contact the Inspection Service, local police, safety office or designated person.
- Make sure that damaged or suspicious packages are isolated and the immediate area cordoned off.
- Ensure that all persons who have touched the mail piece wash their hands with soap and water.
- The Inspectors will assess the threat situation and coordinate with the FBI.
- Designated officials will notify local, county, and state health departments.
- Designated officials will notify the state emergency manager.
- List all persons who have touched the letter and/or envelope. Include contact information. Provide the list to the Inspection Service.
- Place all items worn when in contact with the suspected mail piece in plastic bags and keep them wherever you change your clothes and have them available for law enforcement agents.
- As soon as practical, shower with soap and water.
- If prescribed medication by medical personnel, take it until otherwise instructed or it runs out.
- Notify the Center for Disease Control Emergency Response at 770-488-7100 for answers to any questions.

#### What Is Anthrax?

Anthrax is a bacterial, zoonotic disease caused by *Bacillus Anthracis*. Anthrax occurs in domesticated and wild animals, including goats, sheep, cattle, horses and deer.

The skin form of the disease may be contracted by handling contaminated hair, wool, hides, flesh, blood or excreta of infected animals and from manufactured products such as bone meal. Infection is introduced through scratches or abrasions of the skin, wounds, inhalation of spores, eating insufficiently cooked infected meat or from flies. The spores are very stable and may remain viable for many years in soil and water. They will resist sunlight for varying periods.

#### What Are the Symptoms and Effects of Anthrax?

After an incubation period of 1-7 days, the onset of inhalation anthrax is gradual. Possible symptoms include:

- fever
- malaise

- fatigue
- cough
- mild chest discomfort followed by severe respiratory distress

This mild illness can progress rapidly to respiratory distress and shock in 2-4 days followed by a range of more severe symptoms, including breathing difficulty and exhaustion. Death usually occurs within 24 hours of respiratory distress.

#### What Are the Clinical Features of Anthrax?

Anthrax is an acute bacterial infection of the skin, lungs or gastrointestinal tract. Infection occurs most commonly via the skin.

The cutaneous or skin form of the infection occurs most frequently on the hands and forearms of persons working with infected livestock or contaminated animal products and represents 95% of cases of human anthrax. It is initially characterized by a small solid elevation of the skin, which progresses to a fluid-filled blister with swelling at the site of infection. The scab that typically forms over the lesion can be black as coal, hence the name anthrax - Greek for coal. With treatment, the case fatality rate is less than 1% among people who get the skin form of the disease. The fatality rate for untreated inhaled or intestinal anthrax is over 90%.

The inhaled form of anthrax is contracted by inhalation of the spores, occurs mainly among workers handling infected animal hides, wool and furs. Under natural conditions, inhaled anthrax is exceedingly rare, with only 18 cases reported in the United States in the 20th century.

#### What Is the Treatment for Anthrax?

Treatment with antibiotics beginning one day after exposure has been shown to provide significant protection against death in tests with monkeys, especially when combined with active immunization. Penicillin, doxycycline, ciprofloxacin, are all effective against most strains of the disease. Penicillin is the drug of choice for naturally occurring anthrax. If untreated, inhaled anthrax is fatal.

A vaccine is available and consists of a series of 6 doses over 18 months with yearly boosters. This vaccine, while known to protect against anthrax acquired through the skin, is also believed to be effective against inhaled spores.

Effective decontamination can be accomplished by boiling contaminated articles in water for 30 minutes or longer and using common disinfectants. Chlorine is effective in destroying spores and vegetative cells. Remember, anthrax spores are stable, able to resist sunlight for several hours and able to remain alive in soil and water for years.

#### What constitutes a suspicious letter or parcel?

Some typical characteristics which ought to trigger suspicion include letters or parcels that:

- have any powdery substance on the outside.
- are unexpected or from someone unfamiliar to you.
- are addressed to someone no longer with your organization or are otherwise outdated.
- have no return address, or have one that can't be verified as legitimate.
- are of unusual weight, given their size, or are lopsided or oddly shaped.
- have an unusual amount of tape on them.
- are marked with restrictive endorsements, such as "Personal" or "Confidential."
- have strange odors or stains.
- show a city or state in the postmark that doesn't match the return address.

#### What should I do if I've received a suspicious letter or parcel in the mail?

- Do not try to open the mailpiece!
- Isolate the mailpiece.
- Evacuate the immediate area.
- Call a Postal Inspector to report that you've received a parcel in the mail that may contain biological or chemical substances.

# 22nd Triennial Convention Coverage

## New Directions, New Strength

Michael Goodwin reelected International President, Gilles Beauregard also reelected Secretary-Treasurer



International President  
Michael Goodwin



International President Goodwin delivers his keynote address.

The delegates to the 22nd Triennial Convention on Monday, June 25, 2001 unanimously reelected Michael Goodwin to his third full-term as International President of the Office and Professional Employees International Union. Gilles Beauregard was also elected to serve as Secretary-Treasurer, a position he has held since 1986. Both will serve three-year terms.

The Convention hall erupted in cheers and applause after both International President Goodwin and Secretary-Treasurer Beauregard were nominated and seconded, and the delegation voted in favor of the nominations, thereby



International Secretary-Treasurer  
Gilles Beauregard

electing Goodwin and Beauregard by acclamation.

"I appreciate your support," Goodwin said. "I'm going to work my heart out over the next three years so that when we come back here to our next convention in 2004, we will be a larger, stronger, more effective OPEIU. We're going to continue the course of leading OPEIU in new directions, with new strength for the future," Goodwin said.

"I reassure the convention of my continuing support and dedication to this organization," said Secretary-Treasurer Beauregard. "We have a great organization—the future is ours!"

## U.S. Regional Vice Presidents elected



International Vice Presidents Nancy Wohlforth and Mary Mahoney, the newly elected members of the OPEIU Executive Board.

Elections were held to decide who would fill the thirteen Regional Vice President positions on the OPEIU Executive Board. Delegates from respective regions around the United States voted to elect:

**Region II**  
Mary Mahoney, Local 6  
Dan Dyer, Local 2  
Richard Lanigan, Local 153  
Dr. John Mattiacci, Local 45  
Patricia Priloh, Local 457

**Region III**  
Phillip Pope, Local 268

**Region IV**  
J.B. Moss, Local 277

**Region V**  
Nancy Wohlforth, Local 3  
Judy Solkavits, Local 140

**Region VI**  
Gary D. Kirkland, Local 11

**Region VII**  
Julie Weir, Local 502  
Theresa Horner, Local 42  
Anita Roy, Local 12

Canadian Director Michel Lajeunesse and five Vice Presidents from Canada – Region I, Maurice Laplante and Claude Grenier; Region VIII, Jerri New; Region IX, Nick Kapell; and Region X, Carol Dupuis – were elected separately at the Canadian Convention in accordance with the restructuring plan adopted at the 1998 convention.

## Diversity Vice Presidents elected

Elections were also held to decide who would fill the three U.S. Vice President-At-Large positions on the OPEIU Executive Board. Delegates from Local Unions located anywhere in the United States voted to elect Millie Hall (Local 494), Maureen Bo (Local 8), and Kathleen Kinnick (Local 30). Bo received 811 11/12 votes, Kinnick received 806 11/12, and Hall received 838 11/12. A fourth candidate, Elizabeth Alonso (Local 29), received 77 votes.

The Vice President-At-Large positions were established in order to provide diversity on the Executive Board.



# Canadian News

## Local 378, Vancouver, British Columbia

### Transit workers legislated back to work

The four-month transit strike in Vancouver concluded with a legislated return to work imposed by the Provincial Government. Throughout the strike, irate members of the public, business owners and disabled groups joined striking OPEIU Local 378 members and Canadian Auto Workers with TransLink and Coast Mountain Bus in a series of rallies, demonstrations and delegations.

OPEIU believes the strike was prolonged because TransLink was saving so much money in wages and fuel each day the strike continued.

"We know that TransLink has saved millions since the strike started but cherry picks financial numbers it is releasing to the public," Local 378 President Jerri New said. According to New, TransLink is downplaying their financial windfall in this strike. As long as TransLink keeps receiving tax revenue from levies on everyone's gasoline, BC Hydro bills and property tax, there is no incentive to responsibly negotiate collective agreements.

Special Mediator Vince Ready has been appointed to make recommendations to conclude a renewal collective agreement.



Members of the Canadian delegation, including International Vice Presidents Nick Kapell (third from left), Carol Dupuis (fourth from right), and Jerri New (second from right), greet speaker David Christopherson, a Canadian Member of Parliament.

## Local 378, Vancouver, British Columbia

### Outbacks, layoffs at ICBC discussed

The provincial election results are in and the implications for Local 378 members — not to mention B.C. motorists — are immense.

Newly elected Premier Gordon Campbell has promised to open up basic auto insurance to private sector competition. This means that ICBC will be forced to focus on core services and reduce its non-insurance activities, reduce customer service and reduce staff.

Local 378 members who work at ICBC certainly know the negative affect private

insurers will have on rural B.C. residents, young drivers, parents with teenagers who drive, and those with business insurance. The scope of cutbacks planned within ICBC, however, is still unknown.

Local 378 President Jerri New remains optimistic. "We hope that after Premier Campbell has examined ICBC books, he will not open up basic auto insurance to private competition. ICBC provides public service at a low price while returning profits to the provincial treasury," New said.

## Local 463, Montréal, Québec

### Local 463 at Gaz negotiates agreement on how to utilize \$22.2 million pension plan surplus

At meetings held June 11-12, members of Local 463 voted overwhelmingly in favor of an agreement to utilize the \$22.2 million surplus generated by their pension plan. The pension plan covers all unionized employees at Gaz Métropolitain, and the agreement was negotiated jointly by all three bargaining units. Local 463 represents two of the bargaining units — the office workers and the sales representatives while another union (the CSN) represents the blue-collar workers.

This historic agreement sets out a number of important improvements to the pension plan by dividing up the \$22.2 million in surpluses generated by the plan as follows:

Early retirement packages:

- \$7.7 million toward financing an enticing early retirement package that will allow some 180 employees to retire with greatly enhanced benefits (maximum bridging supplement, more advantageous age/years of service factor);

Improvements for active members:

- \$1.1 million to finance a change to 85

- for the age/years of service factor;
- \$4.1 million to finance a bridging supplement calculation based on .65% for each year of employee contribution and .39% for each year of non contribution before 2001. This represents a doubling of the bridge.

Improvements for retirees and their surviving spouse:

- \$2.9 million to finance the establishment of a minimum pension for a number of pensioners and their surviving spouse, and to index all pensions to the maximum allowed.

One-year contribution holiday for the employer:

- After implementing items hereinabove, \$3.5 million for a one-year only contribution holiday for the employer.

Residual surplus:

- \$1.9 million to remain as a reserve for the future.

Local 463 represents more than 400 employees at Gaz Métropolitain in Montréal.

## Local 378, Vancouver, British Columbia

### Local 378 President outlines post election plan Union sending briefs to new government

The predicted Liberal landslide has arrived in British Columbia. In the run up to the election, Premier Gordon Campbell promised massive changes and now Local 378 members, particularly those working in crown corporations, are wondering what happens next.

"The people of B.C. have spoken through a democratic process," said Local 378 President Jerri New. "We recognize Local 378 has a duty to work with our new government leaders to represent our union membership," New said.

Now that Premier Campbell has announced his appointments for govern-

ment ministers in the various portfolios, OPEIU has requested face-to-face meetings. "We'll try to ensure that the new ministers are current with issues affecting our members. That way we can work together to address common problems," New said.

"We'll be working hard in the coming weeks to prepare briefs that will give new government officials an understanding of who we are, our labor relations experiences at the various companies, the challenges we see facing each employer and the ramifications for our members," New concluded.

## Free The Children protects children throughout world

OPEIU was proud to host Craig Kielburger, the 17-year-old founder and chairperson of (Kids Can) Free The Children, at the 22nd Triennial Convention and to support the work of this worthwhile organization.

Free The Children is an international network of children helping children through representation, leadership and action. The organization has two main purposes: To free children from poverty, exploitation and abuse; and to give children a voice, leadership training, and opportunities to take action on issues that affect them from a local to an international level. Free The Children is dedicated to elim-

inating the exploitation of children around the world by encouraging youth to volunteer in, as well as to create programs and activities that relieve the plight of underprivileged children. It believes that all children have the right to full intellectual, physical, emotional and social development. Included in these basic human rights, says the group, are the right and the responsibility to participate in finding solutions to problems affecting them and other children around the world.

Free The Children is a registered non-profit charitable children's organization existing in more than 35 countries around the world and growing every day. Only children under

the age of 18 within the organization vote on decisions regarding policy and projects or act as spokespersons for children or for the organization. Youth 18 and over act as mentors or chaperones and help with administration and leadership development. Most of the work of Free The Children takes place on a local level among children who have formed groups in their schools, neighborhoods, religious centers, communities or among their friends. Children make decisions regarding projects they undertake and organize the actions themselves. A children's Board of Directors makes decisions regarding the policy and direction of the movement.

Free The Children shares many of the goals of the labor movement, and of OPEIU in particular. One of Free The Children's major campaigns is to put an end to child labor for the 250 million working children in the world today.

If you would like to support Free The Children -- either through a financial donation or by becoming involved in projects in your community -- visit Free The Children's website at [www.freethechildren.com](http://www.freethechildren.com). To make a donation by mail to Free The Children, please write to: Free The Children International, P.O. Box 32099, Hartford, Connecticut 06150-2099.

## OPEIU wins election at CareFlite

Helicopter pilots at CareFlite, an air medical service company based in the Dallas/Fort Worth area, have voted to affiliate with OPEIU. This vote is a big step in OPEIU's continuing effort to organize helicopter pilots in the South.

The final vote showed that all of the 21 pilots eligible for union representation voted for affiliation. Nineteen voted in June to petition the National Mediation Board for representation. The company employs 23 pilots.

OPEIU International Representative Paul Bohelski said job security is one of the biggest issues for these pilots.

"Collective bargaining will allow the pilots to address seniority rights and successor language, in the event the company decides to sell," Bohelski said.

In Louisiana, OPEIU organized 300 helicopter pilots at Offshore Logistics in 1998 and 600 pilots at Petroleum Helicopters last year.

"Now the pilots are awakening," Bohelski said, adding that the pilots' goals are to have a voice in the company and "representation in front of the Federal Aviation Administration. They realize that the only way they can do this is to come together as a group," Bohelski said.

Bohelski said that after organizing collective bargaining units, pilots at Petroleum Helicopters and Offshore Logistics have negotiated contracts that provide seniority

rights, grievance procedures and improved benefits

A typical schedule for CareFlite pilots is seven 12-hour days every other week. They primarily transport patients and accident victims to and from hospitals and provide medical assistance at accident scenes.

CareFlite is funded by a nonprofit consortium made up of Texas Health Resources, Baylor University Medical Center and Methodist Hospitals of Dallas.

## Goodwin reelected President of American Labor Museum/ Botto House National Landmark

OPEIU International President Michael Goodwin was reelected as President of the American Labor Museum, which is housed at the Botto House National Landmark in Haledon, New Jersey. All of the museum's officers were also reelected: First Vice President Patricia Niven, Communication Workers of America (CWA); Second Vice President Frank Cocuzza, New Jersey Education Association (NJEA); Secretary Phyllis Salvato, private consultant; and Treasurer Thomas Maselli, Valley National Bank. Officers are elected annually by the museum's Board of Trustees.

"I'm very pleased that all the officers were reelected and I look forward to continuing the great work of the museum, as well as to raising necessary funds to make all of its programs a great success," Goodwin said.

### A rich history

Proving its commitment to honoring the labor struggles of the past century, OPEIU has been a strong supporter of the museum since its incorporation in 1981.

"This museum is a reflection of the spirit, goals and dedication of America's workers and their unions," Goodwin said. "It is a vital reminder of our determination to put the American Dream within reach of

working families and to create a stronger, more prosperous society," he concluded.

The Botto House is a natural fit for the museum. The House has a glorious history and represents both triumphs of the labor movement and of the American Dream. The house was built in 1908 by Pietro and Maria Botto, immigrants from Italy who had settled in West Hoboken, N.J. They dreamed of leaving the crowded city and moving to a place where they could raise their four daughters in open space and peace. They worked for 15 years in the silk mills, saving their money and thinking of the day they could move. Finally, they were able to save enough money to buy the land in Haledon and build their dream house. Little did they know that in five years' time, their home would play a major role in the history of America's labor movement.

The mill where the Bottos worked was typical of the mills in the area. The conditions were deplorable. Air ventilation was horrid, lighting was poor and the noise from the machinery was deafening. Dye workers also had to contend with the fumes of boiling chemicals. Dye houses had toxic vapors in the air and steam that caused the floors to be constantly wet. Workers were burned almost every day from the mixtures, and even were expected to taste the dye to deter-

mine if it was mixed correctly. Hours were long and the pay was minimal. Protesting and job actions were a common occurrence in the region, but in 1913 the disputes had come to a head. The largest mill in the area, The Doherty Mill, tried to implement a speed-up system. Weavers, who formerly had two looms to work, now had to operate four. Half of the workers would lose their jobs and those remaining would be grossly underpaid for their higher production. That was the last straw and the workers of the area turned to Local 152 of the Industrial Workers of the World for help.

In the winter of 1913 the workers, more than 24,000 men, women and children, marched out of the mills and went on strike. They wanted improved conditions in the mills, an end to child labor, an eight-hour workday and improved wages. From January to July the workers were harassed, arrested and threatened by hostile city authorities as they walked the lines and tried to find places to meet. It was in this hostile atmosphere that Pietro Botto offered his house to the strikers as a meeting place. Famous labor leaders Elizabeth Gurley Flynn, Carlo Tresca, Big Bill Haywood, along with the novelist Upton Sinclair and others spoke from the Botto House balcony to the assembled strikers. Gurley Flynn called the Botto home "the little oasis

of free speech in a desert of suppression." After nearly six months of amazing unity, the strike was settled. This strike helped win reform in the American workplace, including the acceptance of the eight-hour day, minimum wage standards and other benefits enjoyed by all Americans.

The house itself continued to be owned by the Botto family until 1974 when it was bought by the Textile Workers Union of America under the leadership of Sol Stein. He worked tirelessly to have the house recognized as a national landmark. Finally, in 1982 the Botto House was placed on the Department of the Interior's list of the nation's most distinguished historical sights. The following year, on May 1, the American Labor Museum/Botto House National Landmark opened its doors. Its mission is to educate people about the American labor movement's history and the contributions of workers, many of whom, like Pietro and Maria Botto, were immigrants.

The museum has grown by leaps and bounds and today has more than 1,000 supporters all across the nation. The museum is open to the public and anyone can visit the house to see the restored period rooms, study in the lending library of books and cassettes or take a walk in the Old World Gardens.



## Work and Health

# Fear Stifles Pain Relief

By Phillip L. Polakoff, M.D.

**M**ore than 50 million Americans live with chronic pain caused by various diseases or disorders. Each year nearly 25 million people suffer with acute pain as a result of injury or surgery.

How can this deplorable situation exist in a time when medical knowledge and technology are available to relieve or greatly ease most pain?

Fear.

Many doctors, and patients as well, fear using strong painkillers (a class of drugs called opioids) because they believe—wrongly—that they are addictive.

The fact is, when prescribed by a doctor and taken correctly, they are safe, effective, and rarely lead to addiction.

Here's what Dr. James Campbell, professor of neurosurgery at Johns Hopkins Medical Center, past president of the American Pain Society and chairman of the American Pain Foundation, has to say on the subject:

"Taking legal, FDA-approved opioid medications as prescribed, under the direction of a physician for pain relief, is safe and effective, and only in rare cases, leads to addiction.

"When properly used, these medications rarely give a 'high'—they give relief. And, most importantly, they allow many people to resume their normal lives."

Fortunately, the management of pain is finally starting to achieve the status it deserves. Healthcare professionals, policy makers, the public and the media are becoming more aware of the undertreatment of pain and are

beginning to take steps to address the problem.

For example, on January 1, 2001, new pain standards adopted by the nation's largest healthcare accrediting organization went into effect. The standards are set by the Joint Commission on Accreditation of Healthcare Organizations (JCAHO). They now require all of the organization's 19,000 hospitals, nursing homes and other healthcare facilities to assess and treat pain. Furthermore, they are required to inform patients about their right to effective pain care. If they don't comply, they can lose their accreditation.

In spite of these advances, more than 50 million Americans still live with malignant or non-malignant chronic pain. And though most pain can be treated, it often goes untreated, improperly treated or undertreated.

For example, studies show that while cancer pain can almost always be relieved, more than 40 percent of cancer patients are undertreated for pain.

A more enlightened and humane approach to pain management, however, carries with it a burden of responsibility. Doctors and pharmacists need to be diligent in taking security measures to keep opioid medications out of illegal and improper hands.

Regulators and law enforcement officers must be tough in combating the illegal diversion of opioids to street trafficking. But they should do it in a balanced way that doesn't discourage the safe and legal use of such medications.

As the American Pain Foundation says: "We must be careful not to turn the 'War on Drugs' into a 'War on Patients.'"

## OPEU Vice President Millie Hall appointed to ACLU Board

**M**ildred K. Hall, one of three re-elected OPEU Diversity Vice Presidents, and a Past President and Recording Secretary of OPEU Local 494, was recently appointed to serve on the Board of Directors of the American Civil Liberties Union (ACLU).

Hall adds this accomplishment to her already impressive resume. She has served as President of the Detroit chapter of the Coalition of Labor Union Women (CLUW) since 1990. She is an Executive Board Member of the Detroit branch of the NAACP; a member of the International Women's Day Committee; the Michigan Democratic Party; the Michigan Pay Equity Network (PEN); the Coalition of Black Trade Unionists

(CBTU); the Gray Panthers; the Zeta Omicron Chi Chapter, Metro-Detroit; the Minority Women's Network; the A. Philip Randolph Institute (APRI); and the League of Women Voters of Detroit.

The American Civil Liberties Union is the nation's preeminent organization dealing with civil liberties. Since 1920, the non-profit, non-partisan organization has grown to almost 300,000 members and supporters, with offices in almost every state. National projects, which the ACLU undertakes, include AIDS, capital punishment, lesbian and gay rights, immigrants' rights, prisoners' rights, reproductive freedom, voting rights, women's rights, workplace rights and many other issues.



## Washington Window The Exception to the Business Rule

**J**eff Bleustein is the exception to the U.S. business rule. There should be more like him.

The ironic point about that is that AFL-CIO President John J. Sweeney has been saying much the same thing for the last five years, but U.S. business has been deaf.

Bleustein is chairman and CEO of Milwaukee-based Harley-Davidson, Inc., the leading U.S. motorcycle manufacturer. He's been with Harley for 26 years. Harley's unions, for a long time, have been the Machinists, the Paper, Allied-Industrial, Chemical and Energy Workers (PACE), and PACE's predecessors.

Harley was threatened by cheap subsidized Japanese motorcycles in the 1980s. Since then, Harley—with union cooperation—has gunned its motors to the top of the motorcycle market. It has 8,000 workers nationwide and is adding more.

Why? Because Harley forged a wide-ranging cooperative relationship with IAM and PACE, ceding large amounts of traditional managerial control of the workplace in return for increased loyalty, good wages and benefits, high productivity and worker commitment.

Bleustein described what Harley and the unions have done at the Labor Department's Summit on the 21st Century Workplace. "We have a significantly different approach to labor-management relations that we can offer to others," he said.

"In the mid-90s, the presidents of Harley (himself), IAM and PACE got together to look for a way to change our (often adversarial) relations. The outcome was a formal partnering agreement. It's made Harley-Davidson a better place to work and made our business more successful than ever before," he said, as Sweeney and the others listened. The pact's key principles are:

- Open recognition of unions as "a valued institution" in the workplace. "They're not to be run out of factories and we're not to run away from them," Bleustein said.
- Shared leadership and joint decision-making. The manager of Harley's newest factory, in Kansas City, Mo., shares his office with the local IAM and PACE presidents. "No secrets, no barriers, no walls," Bleustein added.
- Empowerment of workers on virtu-

ally everything. Why not use workers' brains, since they're closest to the job? he asked.

The unions and Harley jointly chose the Kansas City site for the new plant in 1995 "and we took the unions there with us" rather than go non-union and build in a right-to-work state. Workers choose new machines for Harley plants, after consulting engineers, and are "tighter with the pocketbook" than managers.

And workers interview potential colleagues to ensure they have the needed skills and can work as team players, he said.

• Company-wide sharing of productivity benefits. "When I get a good payday, so do all the workers," Bleustein said.

The results? Workers flock to work at Harley, the firm earns record profits. It had to build the Kansas City plant to meet a two-year backlog of orders, and workers want their children and grandchildren to work for the company, he says.

Sweeney has argued for years that if corporate managers take that progressive attitude towards their workers, they'd get the same results. So why doesn't corporate America listen?

Bleustein said that while some firms ultimately realize unions are there to stay, taking the next step—sharing power—"is a difficult one for a lot of companies."

"People have turf to protect. People who grew up managing information and power have to get used to the idea of sharing it. It takes time and we're getting there. We have our setbacks," even at Harley, he admits.

"But I have the idea that every worker is a CEO in his or her own house. So why, when they come through the plant door, should we turn off all those talents—planning, buying, decision-making—and just use their brains?"

"A lot of managements look at the costs of unions," in higher wages and benefits, without looking at the positive advantages. Bleustein adds. They should be "saying those jobs are special. Why not use the whole person? When you use 90 percent of a person's potential, not 10 percent, you get a lot more. If you stop saying, 'Who's going to win, you or me?' and switch to 'How can we both win?' then it's a lot better."

## Lobbyist Corner

# September 11 attacks change Congressional agenda

## Patients' Bill of Rights passes in Senate; House passes alternate bill

Submitted by OPEIU Lobbyist Robert McGlotten of McGlotten & Jarvis

The acts of September 11 have had a major effect on what Congress will be focusing on in the near future. While we still will be pushing hard for a patients' bill of rights and an increase to the minimum wage, OPEIU is strongly committed to helping Congress pass bills aiding laid-off workers and industries that have been hit especially hard by the attacks.

### Patients' Bill of Rights

The Senate passed a Patients' Bill of Rights on June 29 by a vote of 59-36, despite a veto threat from President Bush. This bill makes it easier for patients to secure a wide variety of services, including coverage for visits to the nearest emergency room, direct access to medical specialists, medically necessary prescription drugs and clinical trials for experimental treatments, according to The Washington Post. The House of Representatives passed a "faux" patients' bill of rights, which is supported by the Bush administration. This bill passed 226-206, and gives patients a more limited right to sue than the Senate bill. Both bills will now go into conference, as House and Senate negotiators will try to hammer out the differences between the bills. OPEIU will work to ensure that as many facets from the Senate bill get included in the final version.

### Minimum Wage bill

The Fair Minimum Wage Act of 2001 (S. 277), sponsored by Senator Edward M. Kennedy (D-Mass.), now has 36 co-sponsors; previously it had 35. Senate Majority Leader Tom Daschle (D-S.D.) has promised that he will take up S. 277 as one of his first actions following Labor Day. The House version (H.R. 665), sponsored by Representative David

Bonior (D-Mich.), now has 149 co-sponsors; previously it had 145. President Bush remains opposed to a minimum wage increase. Please call your representatives and ask them to support S. 277 and H.R. 665.

### Getting involved

Grassroots involvement significantly amplifies our Union's lobbying efforts. Phone calls and personal letters encouraging your congressional representatives to back labor-friendly measures are invaluable. Elected officials need direct feedback from our members, urging them to sponsor and support OPEIU-endorsed legislation. Every letter counts. Every phone call can make a difference. If you prefer to make written contact, OPEIU strongly advises you to mail all correspondence, as opposed to sending an e-mail. With your support, we can press for more immediate action on key bills awaiting hearings in both the House and Senate, such as the Minimum Wage Act.

If you know who your House representative is, the Clerk of the House maintains addresses and phone numbers of all Members and Committees: Clerk of the House, U.S. Capitol, Room H154, Washington, DC 20515; phone (202) 225-7000; hours 9 a.m. to 6 p.m., Monday through Friday.

Please direct your questions about communication with your Senators to the specific office(s) in question using the following format: Office of Senator (Name), United States Senate, Washington, DC 20510.

You may also phone the United States Capitol's switchboard at (202) 224-3121. An operator will connect you directly with the House or Senate office you request.

If you are not sure who your representative is, the following web sites contain links to congressional directories: <http://www.house.gov/writerep> and [http://www.senate.gov/learning/learn\\_faqs.html](http://www.senate.gov/learning/learn_faqs.html). You can also access this information at your local library.



The Officers of  
OPEIU wish all  
members and  
their families the  
healthiest and  
happiest of holiday  
seasons.



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# OPEIU Announces 2001 Scholarship Winners

*OPEIU is proud to announce the full-time and part-time winners of the 2001 Howard Coughlin Memorial Scholarship Fund, the John Kelly Labor Studies Scholarship Fund, and the Tennessee Valley Authority Employees Scholarship Program. Congratulations to all who won this year, and we encourage all eligible students to apply for the 2002 scholarship. Information about how to obtain an application form for these scholarships can be found in this issue.*

## Howard Coughlin Memorial Scholarship Fund

### ★ ★ ★ Full-Time Winners ★ ★ ★

James Corcoran  
Wisconsin Rapids, Wisconsin  
Attending: University of Chicago



Adam Pulver  
Plainview, New York  
Attending: Tufts University



Joshua Dachman-Soled  
Mahway, New Jersey  
Attending: Yeshiva University



Brent Quigley  
Biloxi, Mississippi  
Attending: Mississippi State University

Scott Grant  
Bloomfield Hills, Michigan  
Attending: Princeton University



Kyle Riddiough  
Bonney Lake, Washington  
Attending: University of Washington



Da-Qian Li  
San Diego, California  
Attending: University of California  
San Diego



Margaret Segall  
Ann Arbor, Michigan  
Attending: Harvard University

Nicole Martingano  
Staten Island, New York  
Attending: New York University



Brian Upman  
Daytona Beach, Florida  
Attending: Embry-Riddle  
Aeronautical University



Joseph Misemer  
Maplewood, Minnesota  
Attending: Washington University



Bethany Withers  
Schenectady, New York  
Attending: Boston College

### ★ ★ ★ Part-Time Winners ★ ★ ★

Roderick Bonner II  
Detroit, Michigan  
Attending: Henry Ford Community  
College



Renee Cortez  
Chicago, Illinois  
Attending: Illinois Institute of Art  
[No photo available]

Tracy Palmer  
Muskegon, Michigan  
Attending: Muskegon Community  
College



## John Kelly Labor Studies Scholarship Fund

Johnny Davis  
Dewitt, New York  
Attending: Syracuse University  
[No photo available]

James McAlister  
Clarkston, Michigan  
Attending: University of Michigan-Flint  
[No photo available]

Erica Sansbury  
Lanham, Maryland  
Attending: University of Maryland University College  
[No photo available]

*Continued on page 27*



# Announcing the 2002 John Kelly Labor Studies Scholarship

## Deadline: March 31, 2002

In memory of the late John Kelly, OPEIU President, (1979-1994) 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 union members. It was during his presidency that the union began the Howard Coughlin Memorial Scholarship and, thereafter, 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 course of study at any university or college. 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 are as follows:

#### 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

— Non-degree programs sponsored by the National Labor College at the George Meany Center or similar institutions.

#### 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 shall be required to submit an essay on their occupational goals (300 to 500 words). This essay should be double-spaced and typed on 8 1/2" x 11" paper.

Statement of Intent: All applicants shall be 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 shall be 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

### SEND FOR OPEIU JOHN KELLY LABOR STUDIES SCHOLARSHIP APPLICATION

Application and Requirements deadline – March 31, 2002

Please send me the application for the 2002 John Kelly Labor Studies Scholarship.

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

OPEIU Local Union \_\_\_\_\_

Send to: **OPEIU**  
**John Kelly Labor Studies 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, 2002.



# Announcing the 2002 Howard Coughlin Memorial Scholarship Fund

## Deadline: March 31, 2002

### FULL-TIME SCHOLARSHIPS

**T**welve (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 Regulations as established by the OPEIU Executive Board. Each scholarship has a total maximum value of \$5,000.00.

### 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 Procedures 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:

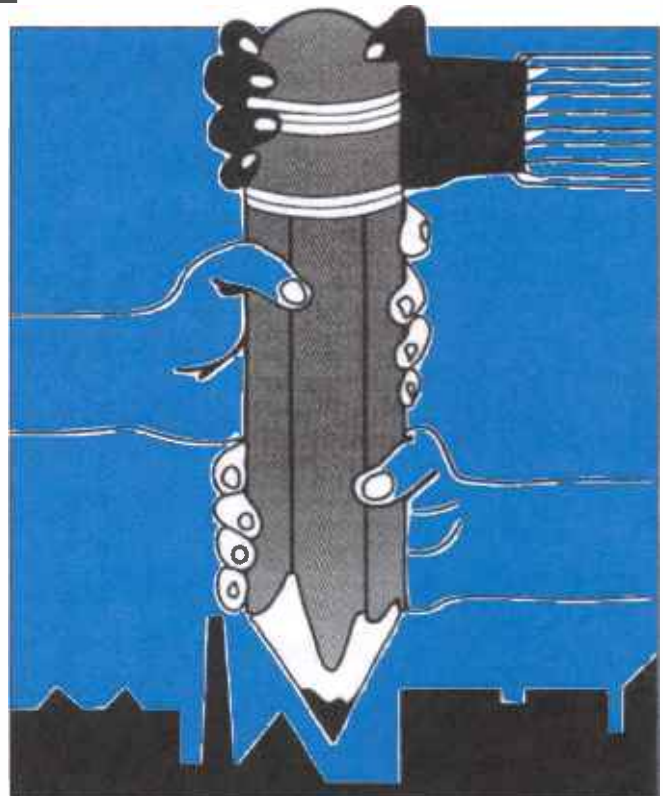
High School Transcript: All applicants are required to submit their High School transcript. Rank in Class: High School transcript must show rank in class or rank in class must be provided. In the event the High School does not rank students, approximate rank or percentile and class size must be provided.

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 HOWARD COUGHLIN MEMORIAL SCHOLARSHIP APPLICATION

Application and Requirements deadline – March 31, 2002

Please send me the application for the 2002 Howard Coughlin Memorial Scholarship.

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

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, 2002.

### 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

# Tennessee Valley Authority Employees Scholarship Program

★ ★ ★ Full-Time Winners ★ ★ ★

Jessica Beck  
Winnsboro, South Carolina  
Attending: Columbia College



Monica Bolden  
Austell, Georgia  
Attending: DeVry Institute of  
Technology



Nicholas Riggs  
Norris, Tennessee  
Attending: Eastern Kentucky University



William Black  
Athens, Alabama  
Attending: Calhoun Community College



Amanda Loven  
Chattanooga, Tennessee  
Attending: The University of  
Tennessee at Chattanooga

Timothy Santos  
Louisville, Tennessee  
Attending: Pellissippi State Technical Community College  
[No photo available]

Amanda Elliott  
Clinton, Tennessee  
Attending: Pellissippi State Technical Community College  
[No photo available]

Scott Richardson  
Florence, Alabama  
Attending: The University of Alabama



Will Willis  
Killen, Alabama  
Attending: University of Alabama-  
Huntsville



## Announcing the 2002 Office and Professional Employees International Union Romeo Corbeil Memorial 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 Procedures 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 program 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 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, NW, Suite 801, Washington, DC 20036, no later than March 31st of each year.

### TIME AND PLACE:

This year's Summer Camp will be held in August 2002 at University Forest Environmental Education Center, University of Missouri, 153 University Forest Drive, Wappapello, MO 63967, (573) 222-8373, fax (573) 222-8829.

### SELECTION OF SCHOLARSHIPS:

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

### Address all inquiries to:

Office and Professional Employees International Union  
Romeo Corbeil Memorial 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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# New Directions, New Strength

By Michael Goodwin, International President

Following is an excerpt from International President Michael Goodwin's keynote address to the 22nd Triennial Convention in Bal Harbour, Florida on June 25, 2001.

**W**e've had so much success and so many people have been organized in various industries.

I am so pleased to be here with you this morning at this 22nd Triennial Convention. This meeting will serve as yet another turning point for our Union and the broader labor movement.

Working families in the United States and Canada are being threatened like never before and we need to act now to reverse this dangerous course. The decisions that we will make this week, the resolutions that we adopt and the policies we set will decide the question of how effective we will be in the future in organizing, collective bargaining and political influence.

We are here this week to celebrate our victories and analyze our defeats and make the tough decisions that will move our Union forward in the 21st century—making it stronger and guiding it in new directions with new strength.

I want to thank the members of the Executive Board, all of whom have gone beyond their tough jobs as leaders of their own Local Unions and dedicated thousands of hours to supporting the plans, programs, and broader needs of OPEIU. We have been putting them through committee work, sending them around the country on assignment and kept them busy thinking about new programs and new approaches for our Union. Thank you to the 21 vice presidents on the Executive Board.

I stand before you this morning concerned about the future of our movement but confident that we can overcome the obstacles that have been placed in our way. We have made tremen-

dous progress over the last few years.

First, we have organized at the fastest pace in memory, driving up membership levels by more than 30 percent in the United States and Canada—and reaching a membership level of over 100,000 members in the United States for the first time in our history. With the affiliation of over 10,000 members in ITPEU, which became effective July 1, OPEIU will reach over 144,000 members, more than 25,000 members higher than just three short years ago.

The AFL-CIO has taken note of our progress, which prompted President John Sweeney to say, "If all the unions were like the OPEIU, we would have control of the House and Senate and George W. Bush would still be Governor of Texas."

Our success includes helicopter pilots...catholic school teachers...chiropractors...registered nurses...real estate appraisers...professional engineers...public employees...management and confidential employees...clinical social workers...podiatrists...and thousands of industrial...technical...professional...and clerical employees everywhere.

Yes, sisters and brothers we have come a long way in the last few years—some of it planned and some of it unexpected, but we must reveal only briefly in our victories.

Yes, membership is growing, but too many working families were left behind in the latest economic boom in history. We must work hard to make sure that all working families share in the economic wealth of our respective countries.

There are also many lessons for us to learn from the sharp changes in the political landscape that took place this past year—lessons that must be heeded if we are to survive in the coming decade.

We can't wait for our politicians to switch parties to advance the agenda of working families. Looking ahead to the 2002 elections, it is up to us at the grassroots level to ensure that the right candidates are elected in the first place.

What's going on in the United States has also been going on in the national government in Canada and in the provinces. Premier Jean Chretien has recently been elected for a third term and the New Democratic Party lost seats in last year's elections. The same tax cut philosophy of benefiting the rich was put in place, drying up money for social programs, no money for health care, childhood education or rebuilding the infrastructure. While the election of Chretien is not good for working families, it could have been worse if Stockwell Day and the Alliance Party were successful. Their philosophy is quite extreme and far to the right of the Republican Party in the United States. The right-wing philosophy is spreading all across Canada.

In Ontario, the government has passed a rule

that allows for the negotiation of 60 hours of work in a week before overtime can be paid. It is also now required that instructions be posted in the province on how to decertify the union.

The 2001 Summit of the Americas in Quebec City was yet another struggle for all working families to worry about as greedy global employers met and conspired against workers' interests. That's why workers were there to protest and demonstrate to make sure that our voices were heard. Most importantly, all of this should indicate to us that grassroots participation works.

We can be encouraged to know that organized labor was out in full force during the 2000 presidential election cycle, and that Get-Out-The-Vote campaigns ensured that voter turnout among working families was at its highest point in years.

We can make a difference. By mobilizing our members now, we will make a difference in 2002.

Our relationship with our sisters and brothers in Canada remains very strong. When it comes to trade unionists, there are no borders.

One of the wonderful benefits of working for the Union is that wherever you go and whenever you meet a union member, you are meeting a friend. Canadian and American trade unionists are not only sisters and brothers, but are truly friends. We thank all of them for their friendship, their support and their care.

For some years now, the International Union has provided reimbursement to Local Unions for expenses incurred on organizing campaigns under the organizing incentive program. We are now in the process of revising this program and establishing a new relationship with Local Unions, which will be named—"partnership, power and politics" (PPP). This partnership between the International Union and the Local Unions will enhance the potential for growth initiated at the Local Union level. The International Union and our Local Union partners will develop a strategy and a plan for funding and staff needs. I am confident that this new program will work well with our ROC program and lead to even greater success.

I am pleased to report that the state of the Union is strong. Financially, we achieved a balance of \$3.4 million in the General Fund and \$5.9 million in the Strike Benefit and Defense Fund as of February 28, 2001. This compares with \$2.8 million and \$6.7 million, respectively, three years ago. We have made sure that your per capita tax is spent wisely. I am proud to report that we have maintained a balanced budget for the fifth consecutive year.

Our plan for diversity in our top leadership positions has been more successful than could have ever been imagined just a few short years ago. Expanding on Resolution No. 8 passed at the 1995 Convention, and our vision for the future,

we adopted a strategy and a plan to increase the representation of women on the Executive Board. My friends, I am pleased to tell you that as a result of this plan...twelve of the twenty-one vice presidents on the Executive Board are women. This was accomplished in three ways. First, we added three diversity vice president positions to be elected from Local Unions anywhere in the United States. Second, we expanded the number of vice presidents to twenty-one. And, third we opened the door of opportunity by providing for the Regional election of vice presidents. We knew that our program would change the map forever and our Union now serves as a model for other unions to follow.

We have established a technological initiative program entitling Local Unions to a subsidy for the purchase of a computer, a printer, or to upgrade an existing system. Since inception many Local Unions have taken advantage of this program. I am pleased to announce that these subsidies will be increased to \$1,200 for a computer, \$300 for a printer and \$500 for upgrades.

The educational scholarship program for officers and staff will be expanded and incorporated into the John Kelly Labor Studies Scholarship Program, which has a current balance of over \$117,000. This will enable more of our Local Union representatives to receive additional training in labor studies. The Romeo Corbel Summer Camp Program is among the best of its kind, providing a good time for kids and an education on collective bargaining and trade unionism.

A need to provide economic security during strikes is critical to our success. Therefore, we will increase strike benefit payments over the next three years to \$240 per week, one of the highest amounts paid by any union.

To enable Local Unions to participate in area educational conferences, we will increase the subsidy to \$600 to help offset the cost to participating Local Unions.

The cost of attending Conventions is difficult for some Local Unions. Therefore, we are recommending an increase in contributions to the Convention Fund from \$30 to \$50 per month, which will provide a 67 percent increase in allowances paid out to Local Unions. This will enable more Local Unions to attend and ease the cost in a Convention year. We have also adopted a similar savings plan for the International Union permitting me to tell you that the cost of this Convention has been fully funded and prepaid.

All of our accomplishments are just the beginning, there is much more to be done. We can get there together if we care enough, if we work hard enough and if we are fully committed to achieving justice for all workers throughout North America.

With your help we can make it happen.



## Speakers stress need to move in new directions in solidarity

In addition to the business of the convention, the gathering was an excellent opportunity to hear from national and international leaders from both the political and labor arenas. Among those who traveled to Florida to be with OPEIU were Representative Neil Abercrombie (D-HI), Maryland House of Delegates member and United States Congressional candidate Mark Shriver, AFL-CIO

Secretary-Treasurer Richard Trumka, Former U.S. Attorney General Janet Reno, Union Privilege Representative Doreen Price, Coalition of Labor Union Women President Gloria Johnson, Free The Children Founder and Chairperson Craig Kielburger, Canadian Labour Congress Executive Vice President Hassan Yussuff and United Farm Workers President Arturo Rodriguez.

### Florida warmly welcomes OPEIU



Augustus Chester, President of Local 101, Miramar, Florida and Richard Ellis, President of Local 100, Miami, Florida serve as Chairpersons Pro Tempore.



Cynthia Hall



Marilyn Lenard

Richard Ellis, President of Local 100, Miami, Florida and Augustus Chester, President of Local 101, Miramar, Florida, welcomed delegates to the 22nd Triennial Convention. Both men served as co-hosts of the convention and acted as Chairpersons Pro Tempore until

the gavel was turned over to International President Michael Goodwin.

Cynthia Hall, President of the South Florida Central Labor Council, AFL-CIO and Marilyn Lenard, President of the Florida State AFL-CIO, also welcomed delegates to the convention. Both women talked of the great

progress that has been made in the state of Florida over the past several years.

"We have made great strides in a right-to-work state," Hall remarked.

"Union membership has increased over the past few years," Lenard said.

Both women expanded on the Florida

election debacle.

"Despite the outcome, the American labor movement pulled off one of the greatest election mobilization efforts ever," Lenard said.

Hall and Lenard also both praised the work of Richard Ellis as President of Local 100.

## Canadian Director Michel Lajeunesse stresses need for solidarity

Labor is the "only organization to fight and safeguard the dignity of workers"

Canadian Director Michel Lajeunesse spoke to delegates about globalization and its connection to the growing gap between the rich and the poor.

According to Lajeunesse, 2.5 billion people around the globe are poor, and 70 percent of those people are women and children.

"In Canada, 1.5 million children live below the poverty line," Lajeunesse said.

Lajeunesse said that the labor move-

ment is the only organization that can stand up to the "cynicism and arrogance" of the business world. "The labor movement is the only organization to fight and safeguard the dignity of workers," he continued.

Lajeunesse also provided examples of several organizing successes that have occurred throughout Canada in recent years, including growth in the education sector and the banking industry

Expanding on his views about globalization, Lajeunesse said, "The Free Trade Area of the Americas (FTAA) will be worse than what we have seen under NAFTA." "We say no to making the rich richer and the poor poorer," he continued.

"Thanks to you for being such a tenacious union," Lajeunesse said.

"If we want to achieve our goals of fairness, freedom and solidarity, it will also be thanks to you," he continued.



Michel Lajeunesse, OPEIU Canadian Director

## Representative Abercrombie urges delegates to take back this country



Representative Neil Abercrombie (D-HI)

Representative Neil Abercrombie (D-HI), a senior member of the Armed Services Committee in the House of Representatives, fervently called on OPEIU, and the labor movement in general, to take power from those who are fighting against working families.

In an inspirational and enthusiastic speech, Abercrombie affirmed that every vote counts, as evidenced by Senator Jim Jeffords' switch out of the Republican Party in the United States Senate.

Abercrombie praised International President Michael Goodwin and the rest of OPEIU, calling the union, "a true example of international unionism."

Abercrombie also spoke on the topic of diversity. He commended the OPEIU for the number of women serving in leadership positions, and related a message from his home state. "We let diversity define us in Hawaii, not divide us. Labor must heed that message

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as well," Abercrombie said. "OPEIU is doing that. I can see gender diversity in front of me in this hall," he continued.

Abercrombie implored delegates to give money to local political action committees, as that is the only way to fight against big-time

corporate contributions.

He then commended OPEIU for making organizing a top priority, and for putting financial resources behind organizing activities. "The money behind organizing is the rock-solid foundation," Abercrombie said.

Abercrombie shared with the delegates

three laws of organizing, titled, "The Abercrombie Laws:" 1) Never expect gratitude 2) Never forget the first law, and 3) There is one thing worse than being wrong, and that is being right. "People will forgive you when you're wrong, but it's harder for them when you're right—and people know we're right

about the benefits of union affiliation."

Abercrombie closed his comments with an adaptation of a Vince Lombardi quote, the famous former coach of the Green Bay Packers football team. "I leave no regrets on the union field; let's bring this country back to the working people!" he concluded.

## Two new affiliates commend OPEIU



Doug Potter, President of Local 90, the Southern California Professional Engineering Association (SCPEA) leads newly affiliated groups into the convention hall. He is followed by SCPEA Secretary-Treasurer Mahesh Patel.

At the beginning of the convention, Doug Potter, President of Local 90, the Southern California Professional Engineering Association (SCPEA) and John Conley, President of the newly affiliated Industrial, Technical

and Professional Employees Union (ITPEU), both warmly praised International President Michael Goodwin and the rest of OPEIU for its integrity and its hospitality.

Potter spoke of the great support he has



John Conley, President of the newly affiliated Industrial, Technical and Professional Employees Union (ITPEU), and ITPEU Secretary-Treasurer John Brenton III.

received from the International Union and praised International Vice President Gary Kirkland for negotiating the best contract in years. The contract is in the process of being ratified.

Conley praised former Director of

Organization Jay Porcaro for his efforts in bringing OPEIU and ITPEU together. He handed President Goodwin a letter stating that the affiliation agreement was in the process of being overwhelmingly approved by the ITPEU membership.

## Congressional candidate Shriver: One can make a difference



Mark Shriver

Maryland House of Delegates member and United States Congressional candidate Mark Shriver addressed convention delegates, where he said that one person can make a difference, as evidenced by Senator Jeffords' historic move that gave the Democrats control of the Senate. Shriver further stated that he wants to make a difference as well, by defeating the Republican member of Congress from

Montgomery County, Maryland

Shriver said he is running for Congress because he believes working Americans want a Congress that prioritizes their needs and finds a fair balance between big business and working people. "This Republican Congress, led by Hastert, Arney, DeLay and company, has not measured up," Shriver said.

Shriver provided delegates with a laundry list of examples of how the Republican-controlled Congress has catered to big business and special interests. "Whether it's rolling back ergonomics standards that would prevent debilitating workplace injuries; or promising to delay consideration of a patients' bill of rights; or raiding the Medicare Trust Fund; or passing a millionaire tax cut at the expense of working people's priorities, the Republican Congress has put working families under attack," Shriver said.

Gun safety legislation, environmental protections, and childhood education are just some of the issues Shriver has fought for in Annapolis, the capital of Maryland.

Shriver thanked organized labor for its support over the seven years he has served in Annapolis. "It has been a privilege and an honor to work on behalf of working women and men in Maryland," Shriver said.

## AFL-CIO Secretary-Treasurer Richard Trumka praises OPEIU for its organizing prowess



Richard Trumka

Richard L. Trumka, Secretary-Treasurer of the AFL-CIO, congratulated OPEIU for achieving "a historic milestone" by reaching 100,000 members in the United States.

"You can tell from the spirit in this room,

OPEIU is going strong and OPEIU is going strong," Trumka said.

Trumka extended a warm thank you to International President Michael Goodwin from the entire leadership of the AFL-CIO.

"We thank you not just for your leadership of this great union, but for your service and support as a Vice President of the AFL-CIO and a member of our Executive Council and for the standards you are setting," Trumka said.

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### WHITE COLLAR

Official Organ of  
OFFICE AND PROFESSIONAL EMPLOYEES  
INTERNATIONAL UNION  
affiliated with the AFL-CIO, CLC  
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Trumka continued, "If every union in our federation measured up to the job this union is doing in organizing, there's no doubt we could reach our goal of bringing 1 million new members into our movement every year—so keep on leading the way and showing us all how to gain new strength through new directions.

"You got your success the old fashioned way, you earned it," Trumka said.

"And we shouldn't be talking about raising the retirement age, we should be talking about lowering it," Trumka said to a standing ovation.

Trumka spoke about how although labor turned out its members in record numbers on Election Day, it still was not enough because all three branches of the national government ended up under partisan right-wing control.

He explained that we lost because we are

mobilizing the same number of union members as we did in 1956—13 million.

"The bottom line is that we are doing a great job at politics, but we aren't winning and we aren't in control because there aren't enough of us," Trumka said.

"What we need most desperately is more members, millions more, and that's my main message to all of you today—we have to organize our way up and out of the morass we are in," he continued.

Trumka acknowledged, once again, that OPEIU is doing a terrific job of organizing and setting standards for other unions to follow.

Trumka concluded his remarks by asking every OPEIU member to raise the bar even higher. "I know that you will accept the challenge and help us build the new strength we need to move our country in a new direction."

## OPEIU lobbyist Robert McGlotten urges delegates to become more politically involved



Robert McGlotten

OPEIU lobbyist Robert McGlotten addressed convention delegates, advocating that delegates must become more politically active because without all members' involvement, the union will have no future.

McGlotten relayed several issues on which he will be working in the coming months, including a patients' bill of rights, Social Security, campaign finance reform, a minimum wage increase, education and the ability for health care professionals to bargain collectively with hospitals and HMOs.

McGlotten asked delegates to register, vote and help OPEIU shape its legislative agenda to make it one of the best unions in the country.

"If we ask you to write or call your representatives, please do it," McGlotten said, "It's the most important thing you can do."

## Union Privilege provides benefits to all workers

Doreen Price, a Senior Union Service Representative of Union Privilege and an OPEIU, Local 2 member, addressed delegates, explaining the benefits of having the Union Privilege Benefit Program negotiated into local union contracts.

Price told delegates of the many services that Union Privilege provides, including a credit card program, a loan program, health care, dental, eye and ear care, a mortgage program, a legal services program, a motor club, an educational loan program and job skills training.

"Our most popular service is the Union Plus MasterCard," Price said. "Twenty-three thousand OPEIU members subscribe to this service." She encouraged all delegates to visit the Union Privilege booth in the exhibit hall.



Doreen Price

## CLUW President Gloria Johnson expounds on issues important to labor movement

Gloria T. Johnson, President of the Coalition of Labor Union Women (CLUW), passionately urged delegates to fight against policies that discriminate against working families.

"We must fight sexism, racism, homophobia, ageism or any other -ism, because they are truly wrong," Johnson said. "The labor movement is the only organization that will address these issues, so it is in our hands to continue to fight," she continued.

Johnson thanked International President Michael Goodwin and OPEIU for its steadfast support of CLUW and acknowledged several OPEIU members that are also CLUW members.

Several of the issues Johnson expounded on were the minimum wage, prescription drugs for seniors, Social Security, an ergonomics standard, the Fair Labor Standards Act (FLSA), judicial appointments and globalization.

Johnson also addressed racial profiling and hate crimes.

While Johnson recognized that the recent



Gloria Johnson

switch in the Senate and several key mayoral races won by Democrats are good signs, she said that these signs are a call to action.

"We must show the significance of the right to vote and the right to join a union," Johnson said.

## Craig Kielburger fights against child labor

Craig Kielburger, 17 years old, Founder and Chairperson of (Kids Can) Free The Children, spoke to delegates about the importance of the opposition to child labor and poverty all around the world. Kielburger also preached the benefits of unionism and how the labor movement is one of the greatest supporters of the fight against child labor.

"We have the ability to eliminate poverty,"



Craig Kielburger

he said. According to Kielburger, if the United States spent \$45 billion, every family in the country could be brought above the poverty line. Forty billion dollars alone is spent by Americans each year playing golf, Kielburger said.

Kielburger urged delegates to stand together on this important issue. "We're here to raise our voices for the people who have no voice.

"Every single change has come about because of solidarity," he continued.

Kielburger told delegates about how Free The Children is growing every day, and a big reason is because of organized labor's help. "We now have Free The Children chapters in 35 nations and over 100,000 members," Kielburger said.

Kielburger asked delegates to teach their children to fight for what they believe in. "Teach them not to be bystanders, but to be activists. Challenge them, get them involved in social justice causes," Kielburger said.

International President Michael Goodwin then presented Kielburger with a donation to Free The Children from OPEIU.

## Hassan Yussuff urges delegates to combat racism

Hassan Yussuff, Executive Vice President of the Canadian Labour Congress (CLC), told delegates that effort, energy and commitment is required to eradicate racism.

"Racism plays a very divisive role for working people," Yussuff said. "We must end this horrible, horrible ideology."

Yussuff announced to delegates that he would be attend-



Hassan Yussuff

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ing the Third World Conference on Racism in Durban, South Africa, along with Pierre Gingras, OPEIU Canadian Legal Counsel.

Yussuff further expanded his thoughts on racism. "The person sitting beside you may look different, but you both stand for the same thing: solidarity."

"We have more in common with each other than the bosses who try to destroy our

collective gains every day," he continued.

Yussuff acknowledged that while unions still have problems regarding racism, the labor movement "is the greatest movement on the face of this planet."

Yussuff also spoke about globalization, saying, "The Free Trade Area of the Americas (FTAA) will only strengthen the hands of transnational corporations.

"We will stand together to ensure that the

trading system of the Americas will benefit working people," Yussuff continued.

"Our union, your union, makes this world a better place to live," Yussuff said. "It is hard to continue to fight, but the labor movement is the most perfect vehicle to bring about change," he said.

Yussuff then reminded delegates that in order to bring about change, a union must be strong.

"It is your responsibility to see that the

organization in your union does not fail," Yussuff said.

Yussuff offered greetings to the delegates on behalf of the entire leadership of the CLC. He thanked Canadian Director Michel Lajeunesse, whom he acknowledged has played a significant role as an Executive Council member of the CLC. He also recognized Pierre Gingras for having a strong voice on the Human Rights Committee.

## Doug Sowell praises APMA, OPEIU relationship



Doug Sowell

Robert D. "Doug" Sowell, the President of the American Podiatric Medical Association (APMA) told OPEIU delegates of the burgeoning relationship between the APMA and OPEIU. APMA was the first group of medical professionals to join the OPEIU.

Sowell spoke of the dilemma facing the podiatric health care community. "In between a system of governmental regulation and private health care systems (HMOs), the APMA seeks to equalize a system of care...and to provide quality care for all," Sowell said.

Sowell said that HMOs are "tying the hands of providers," and that ERISA provisions are continuing to allow discrimination of health care, restricting access for many workers. "We are determined to see that par-

ticular provision overridden to give us equality," Sowell said.

He also spoke of how the APMA is seeking to change the system, becoming the first health care group to join the OPEIU, thus "providing a great mechanism to make an impact for our members and workers."

Sowell praised the work of Dr. John Mattiacci, President of Local 45, a "real activist" and the driving force between affiliation of podiatric groups with OPEIU, and spoke of the great benefits to both organizations of such an affiliation.

"We feel that this is a very important relationship," Sowell said. "There is much to gain. Through unity there is strength, and we will further this development and have a great relationship in the future."

## David Christopherson urges political involvement

David Christopherson, a Canadian Member of Parliament from Ontario, warned delegates of the growing right-wing movement in both Canada and the United States.

"Right-wingers think clean water, decent health care and a good education are not as important as the almighty tax-cut," Christopherson said.

Christopherson, who happens to be a union member, got involved in politics because the political arena is where compensation laws and standards are set.

"My job didn't end at the bargaining table, I had to enter the political arena," Christopherson said.

According to Christopherson, the Ontario government is forfeiting safe drinking water



David Christopherson

for its citizens in favor of a tax cut that benefits the wealthy. "We ought to embrace that no government has the right to let people die," Christopherson said.

Christopherson ended his remarks with

a resounding call for Canadians and Americans to work together to achieve common goals.

"Our struggle is your struggle; when we stick together, we win," Christopherson said.

## Dr. John Mattiacci speaks against managed care



Dr. John Mattiacci

not be subjected to the pitfalls of managed care," Mattiacci said.

Mattiacci spoke of the many dangers of managed care, including eroding the doctor-patient relationship. "Medical decisions should be made in consultation in operating rooms, not in corporate board rooms," Mattiacci said.

"The bottom line for business could mean the end of the line for many of our patients," he continued.

Mattiacci informed delegates of the past, present and potential future of unionizing medical professionals.

"We could organize 1.5 million medical professionals; we just have to show that there is a real tangible benefit," Mattiacci said. "We have

the right tools, the right location, the right time in history; all we need is the fuel to run," he continued.

Mattiacci praised and thanked the OPEIU for its work in helping the medical professionals organize.

"I can think of no other union that medical professionals should join," Mattiacci said.

## Dr. Annie B. Martin: Victory comes with unity



Dr. Annie B. Martin

Dr. Annie B. Martin, a member of OPEIU, Local 153 and a member of the Executive Board of the New York City Central Labor Council and the President of the New York Chapter of the NAACP urged delegates to work together to achieve success.

"We cannot expect to reach our goals until we have diversity with women and people of color," Martin said.

Martin relayed her experience in an event titled "Seven Days In June." She accompanied labor leaders across New York City, protesting against companies that utilize unfair labor practices.

Martin concluded by saying, "Our combined strength can build a better union and a better society."

Dr. John Mattiacci, President of OPEIU's National Guild of Medical Professionals, Vice President on the OPEIU Executive Board from Region II and President of Local 45, notified delegates that managed care companies have dismantled the traditional health care system.

"The working people of America should

## Janet Reno touts education as the heart of all we do

**F**ormer Attorney General of the United States and potential Florida gubernatorial candidate Janet Reno addressed convention delegates on June 28. After a five-minute standing ovation and cheers of, "Run, Janet, Run," Reno appealed to delegates to focus on childhood education.

"We must ensure that every child in America has a quality education," Reno said.

Reno told delegates that there should be no failing schools; yet unfortunately, teachers are not paid a fair wage.

"We ask people to teach, but we don't pay them a wage. We have to ensure that teachers can teach," Reno said.

Reno added that the government must reduce class size and increase compensation for teachers. She gave several examples of how schools and education can help not only students, but adults as well.



Former Attorney General Janet Reno

"Let us make schools day and night learning opportunities for everybody. Let us make sure that every child who graduates high school has a skill, so that they can earn a living wage," Reno said.

Reno also discussed crime and violence and added that crime has been down for eight years in a row.

"If people work together, we can make a difference and eliminate the culture of violence in this country," Reno said.

Reno concluded her remarks by encouraging OPEIU members to work with her to better the country.

"With the spirit in this room, with the growth you have, with the challenges you face in organizing, I want to work with you on similar challenges. Let's invest in people, let's work together and let's move forward in a common dialogue and move this country on," Reno concluded.

## "It Can Be Done" says UFW President Rodriguez

**U**nited Farm Workers of America (UFW) President Arturo Rodriguez led OPEIU delegates in an old UFW chant titled, "Si se puede," which means "It can be done," in Spanish.

Rodriguez told delegates of the progress the UFW has made in the past three years. "Six different states now honor Cesar Chavez with a state holiday," Rodriguez said.

According to Rodriguez, Cesar Chavez Day, celebrated on March 31 in California, honors Chavez in a unique way. In the morning, students learn about Chavez's life and teachings and in the afternoon, students complete service projects.

Rodriguez said that the UFW has won twenty-two elections in a row and boycotts have now ended against Gallo wine and

California grapes.

Rodriguez also told delegates of the success of the Watsonville march, which gave the UFW the ability to sign an agreement with the largest independent strawberry producer in the nation.

Organizing continues to be a UFW focus, according to Rodriguez.

"We just organized a furniture company, which is the first company we have organized outside the agricultural industry," Rodriguez said.

Rodriguez thanked the OPEIU for the tremendous support it has given the UFW over the years. At the end of Rodriguez's remarks, International President Michael Goodwin presented Rodriguez with a generous check from OPEIU in support of UFW organizing campaigns



Arturo Rodriguez and his son, Artie Jr.

## Romeo Corbeil Scholarship Funds Awards presented



Romeo Corbeil Camp counselor, Vanessa Cortinas, Secretary-Treasurer Gilles Beauregard, Paul K. Rainsberger, Director of Labor Studies at the University of Missouri, and International President Michael Goodwin.

**A** Golden Award was presented to Paul K. Rainsberger, Director of Labor Studies at the University of Missouri for his support of the OPEIU's Romeo Corbeil Scholarship Funds.

Through Rainsberger's assistance and endorsement, the camp is now permanently held at the Missouri University Forest School of Natural Resources on Lake Wappapello.

Also given special recognition was Vanessa Cortinas, the daughter of a Local 174 member, for her involvement in the summer camp. Vanessa was one of the first students to attend the camp in 1997, and is now a student at Tulane University, where she is extremely active. She spends her summers as a counselor at the summer camp.

Since its inception, 74 children of OPEIU members have enjoyed the Romeo Corbeil Summer Camp. This summer, 25 more students will be attending.



# Delegates consider resolutions, policy statements and constitutional amendments

Delegates to the convention carefully considered many important resolutions, policy statements and constitutional amendments that will help to guide OPEIU over the next three years. Following is a synopsis of their actions:

## RESOLUTIONS

Timely Resolution No. 1, VOTE (Voice of the Electorate) resolves "that OPEIU emphasize to all of its members the importance of contributing to the OPEIU-VOTE ("Voice of the Electorate"), and Be It Further Resolved, that all delegates to this 2001 OPEIU 22nd Triennial Convention, commit themselves to the OPEIU efforts to educate and recruit members to sign up for VOTE—our strength at the ballot box, and Be It Finally Resolved that the delegates to this 2001 OPEIU International Convention go on record fully supporting this Resolution. This is America. Count every vote!"

Timely Resolution No. 2, Pay Equity, resolves "that we commend the courageous women who are breaking the glass ceiling, impacting the political arena, smashing barriers, shattering Olympic records, heroes challenging cyberspace, the silver screen and the male-dominated boardrooms; and Be It Further Resolved that we recognize the skills, talent and significant contributions made by American women, regardless of race, class, age and ethnic background as women seek equal pay, equal participation, equal power; and Be It Finally Resolved that the delegates to this 2001 OPEIU International Convention go on record fully supporting this Resolution."

Timely Resolution No. 11, Coalition of Labor Union Women, resolves "that the OPEIU fully supports the National Coalition of Labor Union Women in its mission to improve the working conditions of women; and Therefore Be Further Resolved that the OPEIU commits to support the National Coalition of Labor Union Women wherever and whenever it can."

Timely Resolution No. 12, Ergonomics Standard, refers to the repeal of ergonomics standards and resolves "that the OPEIU calls on the United States Congress to reverse this misguided policy and undo this unnecessary assault on worker safety;" and that "the U.S. Congress reinstate the OSHA ergonomics standard immediately."

Timely Resolution No. 14, Resolution re Energy Deregulation, resolves "that the OPEIU oppose the deregulation of the energy industry" and that "the OPEIU oppose the introduction of private, for-profit energy delivery systems, which result in a reduction of service and reliability with increased costs to the general public." This resolution was brought by Local 378 in Vancouver, BC as part of its "It's Our Dam Power" campaign.

Timely Resolution No. 15, Resolution re FTAA, resolves "that the OPEIU oppose any trade agreements that do not include the goals and objectives of labour as defined by the Canadian Labour Congress (CLC) and the AFL-CIO;" and that "the OPEIU Locals be encouraged to lobby their political representatives to include labour's input in future trade agreements."

Timely Resolution No. 24, Saving Social Security, resolves "that this Convention go on record in support of this Resolution and let our Representatives across the country know that we do not support privatization of the Social Security system. Let us not allow Congress to kill the best run program of the United States."

Also passed were Timely Resolution No. 5, Restore the Control of the Deminimus Level to Congress; No. 6, Requiring Union Member Appraiser for Union Sponsored Real Property Valuation; and No. 7, Real Property Valuations. The actions called for in these Resolutions will work to ensure that licensed, experienced appraisers will conduct all real estate appraisals.

Timely Resolutions were also adopted by the delegates, including Resolution No. 8, Equal Pay; No. 10, Immigrant Workers Right to Organize; No. 13, American Income Life Insurance Company and National Income Life Insurance Company and No. 26, Edith Withington.

Resolution No. 25, OPEIU Internship Program, was referred back to the Executive Board for consideration. Resolutions Nos. 20 and 23, both titled Jobs, Justice and Equality, were combined and adopted. Untimely Resolution No. 29, Helicopter Pilots, and No. 31, Changing Puerto Rico Region II, were adopted.

Resolution No. 3, Midwest Conference of Illinois Locals; Resolution No. 4, Region 7, Vice President; Resolution No. 18, Full-Time Paid Organizers; and Resolution No. 28, OPEIU Puerto Rico Labor Council, were not adopted by the delegates.

Untimely Resolution No. 30, Joint Organizing and Co-operative Organizing Committees, was adopted.

As part of a special memorial tribute, the delegation adopted Executive Board Resolution No. 1, Gwen Wells, in memory of OPEIU's former Director of Research and Education who passed away in 1999. The delegates resolved, "that we rededicate ourselves to carry on her work with the same fervor and commitment to organizing, affirmative action, political action and union participation, with a special emphasis on education which she considered a vital part of every activity she pursued

on behalf of all of us."

Also adopted was Executive Board Resolution No. 3, Organizing, which resolves that "the OPEIU supports the overall goal of the AFL-CIO to organize one million members in 2001," and that "OPEIU sets the goal of organizing an additional 15,000 members within the next twelve months using the 30% of its resources that OPEIU has dedicated to organizing" and that "the President of OPEIU will work with the Director of Organization and Field Services, the officers, staff and members to develop an overall plan on how this growth can best be accomplished."

Executive Board Resolution No. 10, A Salute to Jay Porcaro, recognizes the many efforts of the retired Director of Organization and resolves "in recognition of his contributions to OPEIU and the labor movement in general, we hereby salute Jay Porcaro for his great inspiration and work," and "that this convention shall rise in a standing ovation in appreciation for his great work. Thank you Jay for a job well done."



Tom Hansen, Local 174, Burbank, California, discusses resolutions with a fellow delegate.

The delegates adopted Executive Board Resolution No. 2, In Honor of Janice Best; No. 4, Medicare Prescription Drug Benefit; No. 5, Alliance for Retired Americans; No. 6, Campaign Finance Reform; No. 7, Patients' Bill of Rights; No. 8, California's Electricity Deregulation Crisis, with a floor amendment; No. 9, Voice of the Electorate; No. 11, Support of OPEIU Guilds; No. 13, Globalization; and No. 14, Protection of Labour Rights in a Global Environment, were incorporated into Revised Policy 10, Globalization, Free Trade and Union Solidarity, and approved. No. 12, Organizing

in Partnership, with an amendment, was also approved.

## POLICY STATEMENTS

Adopted were new Policy Statement No. 2, Right to Organize; No. 3, The National Labor College; No. 4, Local Union Affiliation with AFL-CIO State Federations of Labor along with Revised Policy Statements No. 1, Affirmative Action; No. 2, AIDS; No. 3, Americans with Disabilities Act; No. 6, Electronic Monitoring; No. 9, Food Assistance Programs; No. 13, Needs of Working Families and No. 18, U.S. Social Security and Medicare

Also adopted was a new Policy Statement, P. 1, Employment Non-Discrimination; and Revised Policy Statements R.P. 4, Anti-Scab; R.P. 5, Collective Bargaining in the Public Sector; R.P. 7, Ergonomics and OSHA Reform; R.P. 8, Fair Pay Act; R.P. 11, Labor Law Reform; R.P. 12, Minimum Wage in the United States; R.P. 14, Opposition to Child Labor; R.P. 15, Polygraph Test; R.P. 16, U.S. Health Care; R.P. 17, U.S. Pension Plan Terminations and Reversions; R.P. 19, Workers' Memorial Day; and R.P. 20, Worker Paycheck Deception.

## CONSTITUTIONAL AMENDMENTS

Delegates to the convention unanimously voted to approve Constitutional Amendments in the area of finance. Among these amendments is a provision that calls for an increase in per capita tax on all members of \$.35 per member per month effective October 1, 2001, \$.30 per member per month effective October 1, 2002, and \$.25 per member per month effective October 1, 2003. These per capita increases will be allocated to the General Fund, ROC Fund, or the Strike Benefit and Defense Fund as determined by the Executive Board.

In recognition of the positive results of area educational conferences, it was also amended that all Local Union contributions to the U.S. Educational Conference Fund be increased from \$25 to \$30 per month. This will ensure that all Local Unions shall be entitled to \$600 per Local Union participating in area educational conferences. Article XIV was also amended to ensure that contributions to the Canadian Convention Fund be increased from \$25 to \$30 per Local Union per month. This will assist Local Unions in Canada to meet the continuous increases in cost to attend conventions.

Also amended was Article XVI to increase contributions to the International Union Convention Fund from \$30 to \$50 per month for all Local Unions with more than twenty members. This change will provide for a 67 percent increase in allowances paid out to Local Unions to attend conventions.

Also amended was Article XIX, Section 8 permitting Local Unions to increase initiation fees up to \$100. The current constitution provides a \$50 maximum. This was in response to requests from many Local Unions calling for such an increase.

Constitutional amendments were also made to Articles IV, V, VI, IX, XIII, XIV, XXI and XXIV. These sections refer to Membership, Conventions, Officers, Executive Board, Canada, Withdrawal Cards and Rules.

## Awards given for organizing, VOTE participation

**A**wards were given at the convention for special achievement in the areas of organizing and political activism. Florida Regional Director Ed Darcy Sr., and International Representatives Ed Darcy Jr. and Vincent Menditto and Local 100, Miami, Florida, were presented the Henderson B. Douglas Award for outstanding efforts in organizing supervisors and professionals in Florida.

The triennial awards for organizing were also presented: The Gold award was given to Jacques Latendre and Local 57, Montreal, Quebec. The Silver award was presented to Organizer Cindy Schu and Local 8, Seattle, Washington. The Bronze award was presented earlier in the week to Lupe Salazar and Local 174, Los Angeles, California.

The Regional Organizing Cooperative (ROC) Award was presented to International Representative Paul Bohelski for his work in organizing helicopter pilots in the Gulf Coast, and Virginia Levesque, for her work organizing at St. Vincent's Hospital in Little Rock, Arkansas. Captain Steve Ragin was recognized for his volunteer efforts in organizing heli-

copter pilots at Air Log. Gordon Brehm was also recognized for his volunteer efforts in the organizing campaign at St. Vincent's Hospital.

International Vice President Gary Kirkland and Local 11, Portland, Oregon, were recognized for their outstanding work in rais-

ing the largest amount of voluntary funds per capita for OPEIU's Voice of the Electorate (VOTE) program.



Organizer Cindy Schu (third from right) and Local 8, Seattle, Washington, receive the Silver award for organizing.



Secretary-Treasurer Gilles Beaugard, Canadian Director Michel Lajeunesse, International Vice President Maurice Laplante, Jacques Latendre, and International President Michael Goodwin. Latendre and Local 57, Montreal, Quebec, are awarded the Gold award for organizing.



Secretary-Treasurer Beaugard, Director of Organization and Field Services Kevin Kistler, Local 6 ROC Organizer Virginia Levesque, Gordon Brehm, International Representative Paul Bohelski, Captain Steve Ragin and International President Goodwin during the Regional Organizing Cooperative (ROC) Award presentation.



OPEIU Director of Organization and Field Services Kevin Kistler, Secretary-Treasurer Gilles Beaugard, Florida Regional Director Ed Darcy Sr., International Representative Ed Darcy Jr., Local 100 President Richard Ellis, International Representative Vincent Menditto, and International President Michael Goodwin. Local 100 is the recipient of the Henderson B. Douglas award for organizing.



International Vice President Gary Kirkland and Local 11, Portland, Oregon, are recognized for outstanding voluntary fundraising for OPEIU's Voice of the Electorate (VOTE) program.