

WHITE COLLAR

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

No. 480

Issue 3, Fall 2002

Labor rallies for "No More Business As Usual"

AFL-CIO campaigns to restore corporate accountability

Union members, including OPEIU, gathered at a rally on Wall Street on Tuesday, July 23 to deliver a message demanding an end to corporate greed and corruption.

More than 1,000 union members, as well as many workers that were laid off as a result of scandals at Arthur Andersen, WorldCom and Enron, joined AFL-CIO President John Sweeney, New York City Central Labor Council President Brian McLaughlin and OPEIU International President Michael Goodwin at the rally. Protesters cried, "No more business as usual," — the AFL-CIO's campaign calling for an end to the corporate greed and corruption that result in lost jobs, pensions and severance.

"The bottom line is that executives stole our money," said Deborah Johnson, an ex-Enron employee.

"Why should thousands of innocent people pay the cost for the greed that exists in corporate America," asked ex-Anderson worker Coretta Robinson. "Why should the future goals, careers and finances of thousands of innocent people be taken away or jeopardized because of corporate greed of a few?"

"When corporate criminals invade our workplaces and our markets to steal our jobs and our savings, we must react every bit as decisively as when thieves enter our homes



OPEIU members gather on Wall Street to demand an end to corporate greed.

and try to bring harm to our loved ones," said Sweeney.

"I want to have faith that the relationship between corporate America and its workers can be restored, but it's not easy when I've lost my job, my 401(k), and shortly I'll be losing my health benefits as well," said Cara Alcanter, a former WorldCom employee. "It's worse knowing it was due to one of the largest cases of accounting fraud."

On July 30, President Bush signed a corporate fraud bill, vowing to end "the era of low standards and false profits." The bill is an overhaul of corporate fraud, securities and accounting laws, and establishes new standards for prosecuting wrongdoers and protection for corporate whistleblowers.

In his address, Sweeney said that "cooked books are just part of the problem and accounting reform is just part of the solu-

tion. We have to reshape our corporate priorities and put people first. We have to hold CEOs accountable and put integrity back into the companies they lead. We have to give shareholders a voice in the companies they own. And we have to clean up corporate corruption of politics through public financing of congressional election campaigns."

"We're not going to restore confidence in the stock market, or renew trust in American business, or bring equity to our economy unless we seize this historic opportunity," Sweeney said.

Sweeney then outlined a five-point action plan to correct corporate corruption that includes calling for a single new, higher corporate governance standard for companies traded on major U.S. stock exchanges, and congressional action to enforce these standards; the filing of a lawsuit by the AFL-CIO on behalf of the 17,000 laid-off WorldCom workers to get the severance pay they are owed (a similar suit for Enron workers won them an unprecedented \$34 million); the power of \$6 trillion in union pension fund investments to promote corporate accountability; and a demand for accountability among legislators by mounting an aggressive voter information and mobilization campaign based on candidates' corporate accountability records. On October 19, union

Continued on page 6

MAGE affiliates with OPEIU as Local 2002

1,300 correction employees join ranks

The Michigan Association of Governmental employees (MAGE) has voted to affiliate with OPEIU as Local 2002 effective October 1. MAGE was among one of the first unions in the State of Michigan to represent public employees. OPEIU Local 512 also represents correction employees in the state with more than 1,000 members.

"We are very pleased that MAGE recognizes the power and strength that comes with

joining the OPEIU," said International President Michael Goodwin. "We will make available all of our knowledge and strength in building the MAGE organization. This agreement is just the beginning," said Goodwin. John Strachan, President of Local 512 in Grand Ledge, Michigan assisted a coalition of unions that gathered more than 600,000 signatures to get an initiative on the ballot to be voted on in November on the issue of the

collective bargaining of state employees. If passed, both MAGE and Local 512 would be able to expand their organizations. OPEIU is optimistic that the two local unions will be able to double their size in the very near future.

The agreement, which became effective October 1 and was reached after more than six months of discussions, provides that OPEIU will assist and support MAGE in building its association through organizing

and further provide access to OPEIU resources. It also means that the 1,300 employees will be entitled to the benefits of OPEIU membership, and are eligible to participate in OPEIU member benefit programs, including the pension fund, defense fund, scholarship programs, OPEIU's technological initiative program, educational grants, the AFL-CIO Union Plus program, as well as representation at OPEIU conventions.

ORGANIZING FOR CHANGE

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| OPEIU objects to Prudential election | Organizing win at King B Jerky | North Central/Erie Educational Conference | Scholarship applications | | |

Lobbyist Corner

Once again, working families agenda forgotten by many in Congress

Submitted by OPEIU Lobbyist Robert McGlotten of McGlotten & Jarvis

Congress began its August recess without completing many of the issues important to working families.

Patients' Bill of Rights

Key Senators announced they reached an impasse after nearly a year of talks with the Bush White House to find a compromise on safeguards for patients' rights. The main disparity is how much recourse patients should have in court if they believe their health plan has stunted on their case. OPEIU supports the rights of patients.

Prescription Drug Benefits

The House of Representatives passed a prescription drug benefit bill in which people would purchase drug coverage from private insurance companies and health plans instead of directly from Medicare and Medicaid programs. The Senate passed a bill aimed at holding down drug-costs. It failed to pass a Medicare prescription drug benefit bill. This sets the stage for a high-stakes game of political chicken when Congress reconvenes in September. The House and Senate will go to conference with two different bills. Either the House must pass a cost-related bill or the Senate must come back and approve a Medicare benefit bill giving relief to our senior citizens. OPEIU supports a bill under the Medicare program.

Homeland Security

The House of Representatives passed its version of President Bush's Homeland Security Department by a vote of 295-132. The bill gives the Secretary the authority to hire and fire employees and reorganize the department on the fly. The Senate Democrats' bill protects workers rights under Civil Service and collective bargaining. President Bush has indicated that he will veto the bill if Civil Service protections and collective bargaining rights were maintained. Bush would like the Secretary to have the authority to put aside worker rights when the Secretary determines it is in the national interest. OPEIU supports the Senate Democrats' bill.

Minimum Wage

The Senate Democrats continue to push for a \$1.50 increase in the federal hourly minimum wage. OPEIU supports this effort.

Mental Health Parity

OPEIU has indicated its support for the Mental Health Equitable Treatment bill now in conference committee.

Pension Reform

The Senate Democratic Leadership has indicated that legislation to ensure protections for pensions will be the first order of business when Congress returns. OPEIU supports the bill authored by Senator Ted Kennedy (D-Mass.)

Trade

The House and Senate completed work on the trade bill conference agreement and President Bush signed into law a bill that restores presidential trade negotiating authority and an expanded Trade Adjusted Assistance (TAA). Under TAA, workers who purchase healthcare benefits under COBRA would receive a refundable tax credit up to 65 percent of the cost. Also, a pilot project would be started that provides wage insurance for older workers who receive training in new jobs that pay considerably less than their previous employment—up to a maximum of \$10,000 over two years.

Corporate Governance

President Bush signed into law the corporate-governance and accounting oversight bill. Some of the key provisions are listed below:

Accounting Regulation

- Creates an SEC oversight board that has investigative and disciplinary powers
- Prohibits auditors from offering certain types of consulting services to corporate clients
- Requires accounting firms to rotate partners among client assignments every five years

Corporate Responsibility

- Requires CEOs and CFOs to forfeit profit and bonuses when earnings are restated due to securities fraud
- Prohibits executives from selling company stock during blackout periods, requires insiders to report all company stock trades within two days
- Prevents executives from receiving company loans unavailable to outsiders

Criminal Penalties and Oversight

- Raises the maximum penalty for securities fraud to 25 years
- Increases CEO and CFO penalties for false statements to the SEC or failing to certify financial reports
- Creates a 10-year felony for destroying certain key financial-audit documents and e-mail
- Lengthens statute of limitations on securities fraud to five years, or two from discovery
- Prohibits investment firms from retaliating against analysts who criticize the firm's clients
- Directs civil penalties from SEC enforcement actions to accounts that benefit investors victimized by securities fraud
- Increases the SEC's budget

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 advises you to either mail or e-mail all correspondences. With your support, we can press for more immediate action on key bills awaiting hearings in both the House and Senate.

If you don't 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. You can also access this information at your local library or call the International Union at 212-675-3210 for a booklet listing of congressional representatives.

Canadian News

Racetrack finally sold, plans for expanded gaming a wild card

Ontario's Woodbine Entertainment Group has bought Hastings Park racecourse from the current operator, Pacific Racing Association, after nearly two years of talks. The new company is called Hastings Entertainment International (HEI).

Woodbine, part of the Ontario Jockey Club, is the dominant force in Ontario horseracing with about \$1.2 billion in wagering annually. According to a newspaper report on April 30 in *The Province*, that is 10 times more than Hastings Park, which lost about \$300,000 in 2001.

About 300 Local 378 members work at the track during the racing season.

Both Local 378 and HEI have applied to the Labour Relations Board to have the union certification reflect the new employer. The Local plans to enshrine the employees' successorship rights with HEI.

Earlier this year, Local 378 members at the track voted 64 percent to accept a final offer from the Pacific Racing Association that provides, among other things, leaves of absence for employees to accept jobs elsewhere and a \$100 education credit. The OPEIU contract runs to July 31, 2004.

ICBC

Layoffs feared after contract protection expires in June 2003

Uncertainty about the future of public auto insurance at ICBC continues. Insecurity is particularly high for 200 Local 378 members in the ICBC Compliance department who worry that if they leave ICBC and return to the government, they may face wage reductions or further layoffs.

Local 378 is concerned that an overall round of staff reductions may occur, particularly after the 'no layoff clause' in the OPEIU/ICBC contract expires in June 2003.

B.C. Liberals have not yet announced their decision about turning ICBC business over

to private insurance companies.

After 600 Local 378 members took voluntary separation packages and left ICBC, their work fell to remaining employees. Workload is now such a toxic problem that an increasing number of ICBC employees are taking sick or stress leaves.

On a positive note, the union's Save ICBC awareness campaign continues to gain public support. OPEIU members are being urged to contact their elected government representatives and stress the importance of retaining our public auto insurance system.

BC Citizens for Public Power launches class action lawsuit

BC Citizens for Public Power, a grassroots organization fighting the privatization, deregulation and break-up of BC Hydro filed September 4, 2002 what could be the largest class action suit in Canadian history. They are seeking an injunction to prevent the provincial government and BC Hydro from selling or transferring the crown corporation's assets.

"If the BC Supreme Court certifies this lawsuit as a class action, then every BC Hydro customer—residential, institutional or commercial—may be included, more than 1.5 million customers," said BC Citizens for Public Power legal counsel Leo McGrady, Q.C.

The lawsuit is a claim against both the province and BC Hydro for breach of fiduciary duty and unjust enrichment and against

BC Hydro for breach of contract and breach of the Hydro and Power Authority Act, R.S.B.C. 1996, c. 212.

"This suit charges that the government is breaking a trust with the people of B.C., many of whom have invested in this corporation for more than a generation, by breaking it up and privatizing key functions."

BC Citizens for Public Power spokesperson Marjorie Griffin Cohen says two representative plaintiffs are initiating the lawsuit but that her organization is launching a province-wide campaign asking all residents to sign a letter of intent supporting its request to the Supreme Court to certify the lawsuit as a class action.

Log on to www.citizensforpublicpower.ca for more information.

BC Gas

New contract brings more than 10.5 percent over five years

In British Columbia, Local 378 members at BC Gas have ratified a five-year agreement that brings salary increases of 10.5 percent to 14 percent over the life of the contract. Members received 1.5 percent in June 2002 and will notch up another 3 percent in each of the years 2003, 2004 and 2005. This amounts to 10.5 percent without compounding.

In the last year of the agreement, 2006, Local 378 members receive another salary increase based on either a market comparator or the same base rate increase as IBEW members at BC Gas. This is esti-

mated to be between 3 percent and 4 percent, which means most members will receive as much as 14.5 percent over five years.

In addition, a form of gainsharing known as a 'Scorecard' could bring another 3 percent a year for each of five years. Unlike gain-sharing arrangements of the past, this increase is pensionable.

These various increases mean that most long service OPEIU members could receive a 30 percent jump in their pensionable earnings over the next five years.

The agreement runs to March 31, 2007.

BC Hydro

Three-year contract OK

In the spring of 2002, Local 378 members at BC Hydro voted in favor of accepting a three-year contract with the company. The mediated agreement addressed issues such as gainsharing, market rate adjustments, job evaluation and call centres.

Negotiations were tough because of the government's zero-zero-zero wage restrictions and also because of the changes at BC Hydro regarding the sale of many parts of the corporation.

The new contract runs to March 31, 2005.

Privatization

Local 378 is still awaiting word on the status of the privatization of 2,000 BC Hydro employees, including 1,600 Local 378 members. BC Hydro is negotiating with a multinational corporation, Accenture, to create a privately controlled joint venture company. Within a few years, BC Hydro would exit from the company altogether, completing the privatization of a large part of BC Hydro.

Local 378 members are concerned. According to the *Wall Street Journal*, Accenture has located its operations in three tax havens, Bermuda, Luxembourg and Switzerland.

Several citizens groups have joined Local 378 to express opposition to the break up of BC Hydro. Citizens for Public Power has a report on electricity deregulation called Power Grab on their website at www.citizensforpublicpower.ca and the report is also available from the Sierra Legal Defence Fund at www.sierralegal.org.

Local 378 continues with its public campaigns to stop privatization and deregulation. In addition, the BC Court of Appeal has been asked to undertake a judicial review of two decisions by the BC Utilities Commission that rejected requests from Local 378 that the B.C. government be forced to hold public hearings on its controversial plans to privatize and break up the crown corporation.

An application by Local 378 for the Utilities Commission to reconsider its April decision not to order hearings was rejected July 12, 2002. Local 378 President Jerri New said the union would ask the Court of Appeal to review both BCUC's original rejection and its reconsideration. Both the union and BC Hydro will submit arguments to the court within two weeks.

"We will continue to use every avenue possible to force the government to be accountable to those who actually own BC Hydro—the people of BC," says New. "The government knows that more than three-quarters of the population, from consumers to business owners, is absolutely dead set against the huge increases in electricity rates of 30 to 100 percent that would come from privatization and deregulation."

New said recent polls have shown strong opposition to ending BC Hydro's public ownership but that the Liberal government has consistently pursued the recommendations of its own Energy Policy Task Force, which recommended the privatization, break up and deregulation of BC Hydro in its interim report. A final report was delivered to the government in March but it has refused to release it.

OPEIU Announces 2002 Scholarship Winners

OPEIU is proud to announce the full-time and part-time winners of the 2002 Howard Coughlin Memorial Scholarships and the John Kelly Labor Studies Scholarships. Congratulations to all who won this year, and we encourage all eligible students to apply for the 2003 scholarships. Information about these scholarships can be found in this issue.

Howard Coughlin Memorial Scholarships

★ ★ ★ Full-Time Winners ★ ★ ★

Zachary Armstrong
Kokomo, Indiana
Attending: Hanover College



Shawna King
Lamoine, Maine
Attending: Smith College



Melissa Foster
Lansing, Michigan
Attending: Lansing Community College ('02-'03) and MSU ('03-'06)



Marcie Kohenak
New City, New York
Attending: George Washington University

Andrew Franklin
Toms River, New Jersey
Attending: University of Pennsylvania



Jonathan Lerner-Lewis
Denver, Colorado
Attending: Dartmouth College



Jeffrey Garretson
Rockwood, Tennessee
Attending: Tennessee Technological University



David Maunu
Portland, Oregon
Attending: Northwestern University

Kelly Gildersleeve
Hastings, Michigan
Attending: Alma College



Michael Picetti
El Cerrito, California
Attending: University of California, Berkeley



Karla Jones
Sidney, New York
Attending: Cornell University



Joshua Simmons
Perrysburg, New York
Attending: Rochester Institute of Technology

★ ★ ★ Part-Time Winners ★ ★ ★

Kimberly Lucas
Waterford, New York
Attending: Sage Graduate School
[No photo available]

Rebecca Tylka
Bay City, Michigan
Attending: Saginaw Valley State University



John Kelly Labor Studies Scholarships

Gregory Blackman
Miramar, Florida
Attending: George Meany Center for Labor Studies

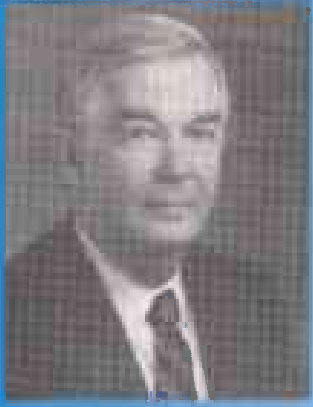


Phillip Pope
Knoxville, Tennessee
Attending: FMCS Arbitration School



Desiree Roy
Bronx, New York
Attending: Bronx Community College





Office and Professional Employees International Union John Kelly Labor Studies Scholarship Fund

Office and Professional Employees International Union John Kelly Labor Studies Scholarship Fund Application Form Application Deadline: March 31st, 2003

Name of Applicant _____
Last First Middle

Home Address _____
Street

City State Zip Code Telephone Number

Date of Birth Social Security Number Sex M F

Applicant Employed By _____

OPEIU Local Union Number _____

* Must be a member of an OPEIU Local Union

Name of School you are currently attending _____

Date of Graduation _____

What College, University, Technical, or Vocational School do you plan to attend?

First Choice Location _____

Second Choice Location _____

Third Choice Location _____

Have you been accepted by a College, University, Technical, or Vocational School, as of this date?

Yes No

If you answered yes, at what College, University, Technical, or Vocational School were you accepted?

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

Please mark the area of study.

- Labor Studies
- Industrial Relations
- Social Science
- Other Related Field (describe) _____
- Non-degree programs sponsored by the National Labor College at the George Meany Center or similar institution.

If selected for this scholarship, I fully agree to adhere to the rules that have been established by the Scholarship Committee of the OPEIU John Kelly Labor Studies Scholarship Fund.

Signature of Applicant _____ Date _____

STATEMENT OF INTENT

If selected for this scholarship, it is my intent to remain within the OPEIU for a period of at least two (2) years.

Signature of Applicant _____

Signature of Local Union President or Secretary-Treasurer: _____

Local Union Number _____ Date _____

(Print Name of Signing Officer)

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

ELIGIBILITY:

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 for a lifetime. 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 Regulations as established by the OPEIU Executive Board. Each scholarship has a total maximum value of \$2,000.00.

The applicant must be:

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

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:

High School Transcript: All applicants are required to submit their High School transcript. Does not have to be an official transcript, copies are acceptable.

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. Does not have to be an official transcript, copies are acceptable.

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

Office and Professional Employees International Union Howard Coughlin Memorial Scholarship Fund

ELIGIBILITY:

FULL-TIME SCHOLARSHIPS

Twelve (12) full-time scholarships will be awarded on the basis of at least one (1) per region and not to exceed one (1) per family for a lifetime. Applications are open to members in good standing, associate members, or to their children, all of whom must meet the eligibility requirements and comply with the Rules and Regulations as established by the OPEIU Executive Board. Each scholarship is \$1,250.00 per year for a total maximum value of \$5,000.00.

PART-TIME SCHOLARSHIPS

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

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

If a part-time student does not attend a college/university each semester, they have two (2) years maximum to use the part-time scholarship.

If the student becomes a full-time student, while receiving a part-time student 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.

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, has retired as a member in good standing, 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.
- High School senior or High School graduate entering a College, University or a recognized Technical or Vocational Post-Secondary School as a full-time or part-time student.
- Presently in a College, University, or a recognized technical or Vocational Post-Secondary school as a full-time or part-time student.

PROCEDURES:

Each applicant must file an official OPEIU scholarship fund application. Application forms must be endorsed by the Local Union President or Secretary-Treasurer attesting that a 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. Does not have to be an official transcript, copies are acceptable.

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. Does not have to be an official transcript, copies are acceptable.

Test: All applicants are required to take a Scholastic 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. Does not have to be official test scores, copies are acceptable.

APPLICATIONS AND REQUIREMENTS:

All applications, High School Transcripts, Rank in Class or approximate rank or percentile and class size, College Transcripts and Test Scores are due in the Secretary-Treasurer's office no later than March 31st of each year.

SELECTION OF SCHOLARSHIP:

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

Office and Professional Employees International Union Howard Coughlin Memorial Scholarship Fund Application Form Application Deadline: March 31st, 2003

I AM APPLYING FOR A FULL-TIME SCHOLARSHIP YES ___ NO ___
I AM APPLYING FOR A PART-TIME SCHOLARSHIP YES ___ NO ___

PLEASE NOTE: MUST BE FULL-TIME OR PART-TIME, CANNOT APPLY FOR BOTH

Name of Applicant _____
Last First Middle

Home Address _____
Street

City State Zip Code

Date of Birth _____ Sex M ___ F ___

Social Security Number _____ Telephone Number _____

Member/Associate Member Name _____
Last First Middle

Home Address _____
Street

City State Zip Code

Member/Associate Member Employed By _____

OPEIU Local Union Number _____

Relationship to Member/Associate Member: Son ___ Daughter ___ Other ___

Name of School you are currently attending _____

Date of Graduation _____

What College, University, Technical, or Vocational School do you plan to attend?

First Choice _____ Location _____

Second Choice _____ Location _____

Third Choice _____ Location _____

Have you been accepted by a College, University, Technical, or Vocational School, as of this date?

YES ___ NO ___

If you answered yes, at what College, University, Technical, or Vocational School were you accepted? _____

If selected for this scholarship, I fully agree to adhere to the rules that have been established by the Scholarship Committee of the OPEIU Howard Coughlin Memorial Scholarship Fund.

Signature of Applicant _____ Date _____

Signature of Local Union President or Secretary-Treasurer: _____

Local Union Number _____ Date _____

(Print Name of Signing Officer)

Send Application to:

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

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 Regulations as established by the OPEIU Executive Board. Each scholarship has a total maximum value of \$2,000.00.

ELIGIBILITY:

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

PROCEDURES:

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

FORMS:

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

APPLICATIONS:

All applications must be received at the Secretary-Treasurer's office of the International Union, 1660 L Street, N. W., Suite 801, Washington, D. C. 20036, no later than **March 31st** of each year.

TIME AND PLACE:

The **Summer Camp** will be held in August of each year at University Forest, 153 University Forest Drive, Wappapello, MO 63966, (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.

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION ROMEO CORBEIL MEMORIAL FUND "SUMMER CAMP" APPLICATION FORM

APPLICATION DEADLINE: March 31st, 2003

Name of Applicant _____
Last First M.I. Telephone
Home Address _____
Street

City State Zip Code

Date of Birth _____ Sex M ___ F ___ Soc. Sec. # _____
(MUST BE BETWEEN THE AGES OF 13 AND 16 ONLY)

Member/Associate Member Name _____
Last First M.I.

Home Address _____
Street City State Zip Code

Member/Associate Member Employed By _____ OPEIU Local Union _____

Relationship to Member/Associate Member: Son ___ Daughter ___ Other ___

If my child is selected for this scholarship, I fully agree to adhere to the rules that have been established by the Scholarship Committee.

Signature of Parent of Applicant _____ Date _____

Signature of Local Union President or Secretary-Treasurer: _____
Date _____ Local Union Number _____

(Print name of signing officer)

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State of working America: not good

After a year and a half of recession, the gains U.S. workers made during the previous economic boom have been largely wiped out, the Economic Policy Institute says.

In its annual report, *The State of Working America*, the institute paints a dreary picture of what happened to workers since George Bush was seated in the Oval Office in January 2001.

And they contrasted that picture with one of rising real incomes, a 4 percent jobless rate, federal surpluses and low inflation, all during the last half of Democratic President William Clinton's years.

"This is a more-broadly felt recession, which is starting to bite into paychecks more widely," says EPI President Lawrence Mishel, one of three economists who wrote the 446-page report.

"There's a lot of focus right now on slow growth of GDP (gross domestic product) and falling stock markets, but that has to be a focus on falling living standards and low paychecks."

Findings of the report, released Sept. 1, include:

- U.S. workers now toil for longer hours and take less vacation than any other workers in industrialized countries worldwide. And the two-earner, two-worker family is so prevalent — and so needed — that such a family "works 3,800 hours per year," says co-author Heather Boushey.

- "For married couples with children, that's the equivalent of one full-time worker and a second who works 31 hours a week," and that "creates substantial problems for many families," she added.

- Despite such toil, and continued high pro-

ductivity, the wage gap — the ratio of income of the richest fifth versus the rest of us — is widening again, after narrowing during the Clinton years. "Though the growth period of the late 1990s had many virtues, it was neither strong enough nor long enough to reverse the tide of income inequality," the report says.

In 1979, the lowest fifth of married couples — where both worked — had an average real income of \$22,165, with the middle fifth averaging \$51,543 and the top fifth averaging \$108,141. By 1995, the bottom fifth had dropped to \$21,499 and the middle fifth rose to \$57,408, but the top fifth tripled to \$157,543. By 2000, the bottom fifth had recovered its losses, and started to gain, rising to \$24,562, while the middle fifth was at \$64,832 and the top fifth added another \$11,000, to \$168,312.

But the bottom fifth and middle fifth have started to fall backwards while the top fifth continues to gain, EPI says — though its gains are smaller due to the stock market slump.

- Union workers enjoy a 28 percent wage advantage over their non-union colleagues in the same jobs, a 117 percent advantage in company spending on health insurance coverage and a 198 percent advantage in pension payments. The advantages are even larger for Hispanic and black workers, especially men.

But declining unionization over the last 20 years narrowed those gaps between union and non-union workers, as unionists' wages rose at a smaller rate and benefits — especially health

insurance — declined.

- The productivity gains and wage and benefit savings went to the nation's CEOs. After inflation, median CEO pay alone — not counting stock options and other corporate benefits — grew 69 percent from 1992 to 2000, while median hourly pay for workers grew 5.9 percent. "Moreover, CEO wage increases were probably larger if measured as averages rather than at the median," the report notes, dryly.

"In 1989, U.S. CEOs of major companies earned 26 times more than an average worker ... The ratio surged in the 1990s and hit 310 at the end of the recovery in 2000. In other words, a CEO earned more in one workday — there are 260 in a year — than an average worker earned in 52 weeks." CEOs abroad do not have such huge pay ratios over their workers, the report adds.

- Benefits fell, even during the boom, and job insecurity increased — and continued to rise in 2001-2002. "Workers are now less likely to have paid time off, and the much-touted 'flexible workplace' has taken hold in only a handful of firms," EPI says.

"Job stability has been declining for the last few decades and this may indicate a decline in job security overall," it adds. The recession increased feelings of job insecurity, and until unemployment falls back to pre-recession levels, workers will continue to wonder whether they will be able to maintain their current employment situations."

"Higher unemployment has also weakened the leverage for low-wage male workers," Mishel said.

Their incomes rose in the tight job market of the late 1990s, but are declining again. And those workers have the minimum wage "as a floor, and it has dropped a lot in the 1980s and 1990s," he added.

- Though the report folded in impacts of the terrorist attacks of September 11, it did not address them directly. Co-author Jared Bernstein said the attacks "lengthened and deepened the recession in terms of where jobs were lost," while Housley said the attacks hit jobs in sectors unaffected by prior recessions: travel, hotels, services and transportation.

"Working men were hit especially hard, especially low-wage workers in New York State and New York City," due to the terrorists' destruction of the World Trade Center's twin towers and the resulting economic impact on downtown Manhattan, Housley said.

The EPI economists offered few solutions for the problems, saying that was not the report's purpose. But Bernstein proposed a fiscal stimulus "to make sure we shouldn't have a jobless recovery," which the report forecast.

"You could devise a program of \$50 billion a year in relief, for two years, to the state and local governments," which are struggling with their own budget deficits and declining incomes, he said. "You could even repeal the remaining part of the Bush tax cut to inject some spending right now.

"We should do different things in different years, unlike the Democrats, who worry about the deficits every year, and the Republicans, who never worry about them," Bernstein added.

Editorial



Your voice is important — make it count!

By Michael Goodwin, International President

This year's elections are critical to working families. It is extremely important for Congress to be led by representatives who are sympathetic to the needs and concerns of American workers. Far too many people think all politicians are the same or that it doesn't matter who is elected. Others simply don't care and don't even bother to vote. The sad truth is that only 25 percent of eligible voters decide who our leaders are going to be. In recent elections only half of the eligible voters actually cast ballots. With the votes split between candidates, the result is that only one in four eligible voters decides the outcome. We all have to do more to encourage participation in the political process and get out and vote.

The fact is it does make a difference who our political leaders are — a critical difference. The party who has a majority in the House or Senate gets to do the most important duty — set the agenda. This means that the body only gets to consider and vote on the issues presented by the leadership. If it's not on the agenda, it doesn't get considered. Sure, there are procedural ways to get around the leader's power, but it requires strong majorities. The bottom line is that if it's not on the agenda, it's probably not going to become law.

Let's look at the difference between Dick Gephardt (D-MO), as Speaker of the House of Representatives, and the current Speaker Dennis Hastert (R-IL). It's Dennis Hastert and his followers who create the agenda, not Dick Gephardt. If Gephardt was Speaker and setting the agenda, I believe we would be discussing Social Security, Medicare,

prescription drugs, health care, trade, environment and education, all issues important to working families. With Hastert as Speaker, these important issues are blocked from ever being considered. Instead, we're talking about tax breaks for the rich, diminishing the rights of workers to join unions (as in the Homeland Security debate), release of public lands to private industry and blocking legislation that would prevent the proliferation of corporate greed. You don't have to be a missile scientist to figure out that as workers we all would be better off supporting candidates that will do more for working families and less for corporate America.

In 1994, the Democrats lost 54 seats in the House of Representatives — an unprecedented sea change — leading Newt Gingrich and his "Contract with America" to become Speaker of the House. We all remember the terms of that so-called contract, which if passed in totality, would have had devastating effects on working families. Since 1994 (and the fortunate departure of Gingrich and his "contract"), the Democrats have made substantial progress in regaining control. Over the last three election cycles, the Democrats have regained all but six of the House seats needed for majority status.

Now's the time — November 2002 — to make it happen. We need a net gain of six seats to win. I'm urging all OPEIU members to get out and work on these campaigns in your community. You can make it happen and you can make a difference. We know that union members are twice as effective in

I'm urging all OPEIU members to get out and work on these campaigns in your community. You can make it happen and you can make a difference. We know that union members are twice as effective in getting out the vote than the general population. Use that effectiveness now and change the agenda of our country.

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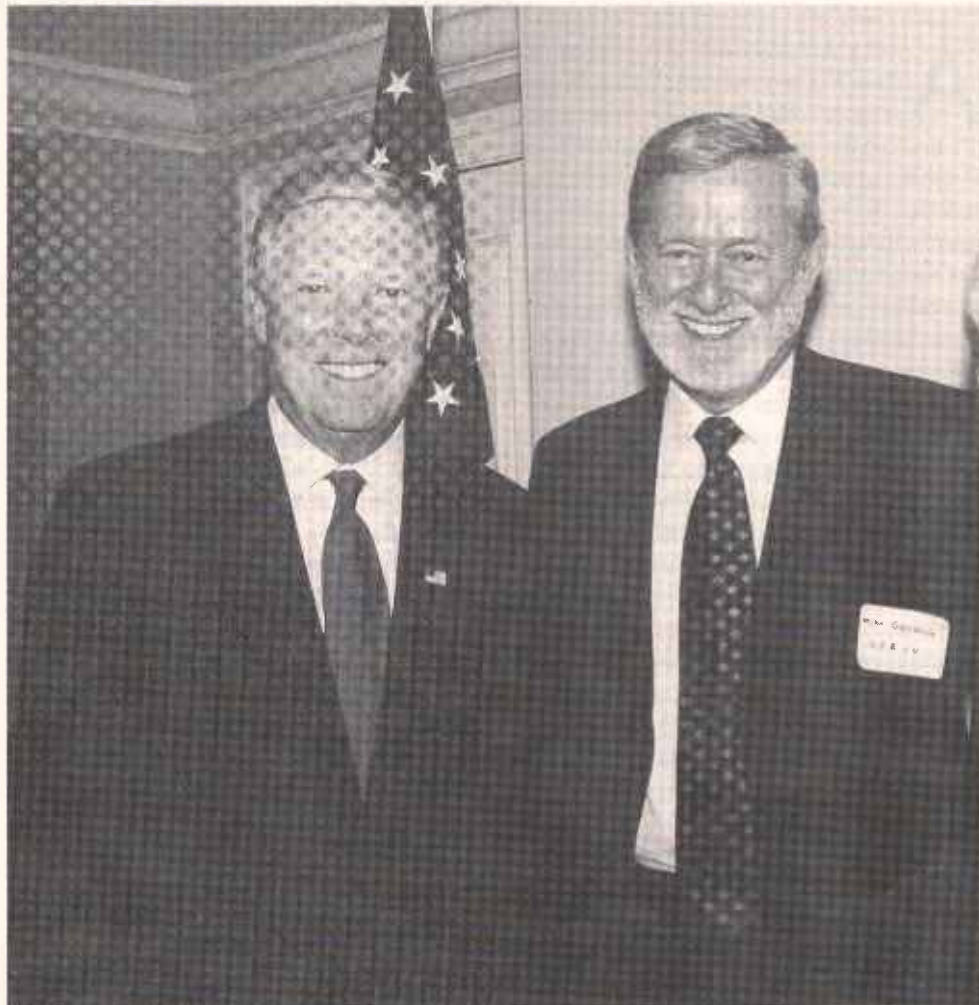
I'm also asking for money - necessary dollars for candidates to pay for flyers, staff and media messages. Please ask every OPEIU member in your local union to contribute to the union's political action fund, Voice of the Electorate (VOTE). We're only asking for a minimum of 25 cents a week! Please talk about how you can make the VOTE program a success in your local union.

Finally, the International Union is coordinating with the AFL-CIO on its GOTV (get out the vote) campaign. We will be providing staff and volunteers in key districts around the country. If you would like to volunteer, please call the International Union as soon as possible.

Thank you and God Bless America!

Editor's Note

The OPEIU supports both Democratic and Republican candidates in congressional, state and gubernatorial elections. The only criterion is that the candidate supports issues important to working families.



International President Michael Goodwin meets with Congressman Dick Gephardt (D-MO) on July 18 in Washington, D.C.

AFL-CIO-OLC



Printed in USA

National Guild for Medical Professionals makes progress organizing psychologists

The National Guild for Medical Professionals (NGMP), an OPEIU sponsored guild, made a groundbreaking presentation to members of the American Psychological Association (APA) at their annual meeting in Chicago on August 23-24. The NGMP has been actively organizing among various medical professionals, including psychologists, for the past several years. Also, presentations were made at a previous convention as well.

Through the continuing efforts of former OPEIU Director of Organization Jay Porcaro, Mike Davis, Executive Director of the Pennsylvania Podiatric Medical Association (PPMA), and OPEIU Senior Representative

Kathy Carr, the NGMP presented its program to the representatives of five different state associations. Also presenting were representatives of the New York association and union committee.

In its presentation, the NGMP was able to explain its program, as well as distinguish its activities from the unsuccessful attempts to unionize doctors by other unions. The American Medical Association (AMA) began its own union for doctors, but remained independent from the AFL-CIO. After two years and \$2 million, the AMA union closed down with a roster of 60 members. NGMP has developed an entirely different approach as well as an entirely dif-

ferent result, according to NGMP President John Mattiacci, DPM.

"This effort has to be dedicated to a drive to change the nature of healthcare," Dr. Mattiacci said.

Questions from the attendees filled the remainder of the program schedule. The interest was in the "power" that the AFL-CIO can bring to the APA. NGMP made appointments with three of the APA state associations to be held upon the completion of the program.

After the conclusion of the presentation, Dr. Mattiacci reiterated his feeling that NGMP's non-traditional approach to organizing independent medical professionals could very well be the fastest growing seg-

ment of organized labor. He pledged again to use the OPEIU to return power and leverage to the doctor, who, today is "nothing more than a tool in the hands of managed care."

A reception was sponsored by NGMP on the following day. The entire program was a successful effort in NGMP's ongoing plan to work with medical associations in their effort to strengthen their members' practices and maintain quality care for the patient.

Plans are in the works for NGMP to make additional presentations to psychologists and other medical professionals at association gatherings throughout the country.

We also expect to schedule follow-up meetings with the APA.

OPEIU objects to Prudential election outcome

OPEIU has filed objections with the Newark, New Jersey office of the National Labor Relations Board (NLRB) over a disputed election at Prudential, the nation's second largest life insurer.

Local 153, based in New York City, was seeking to represent nearly 2,000 Prudential representatives in 37 states who handle insurance, investments and other financial services. More than 40 percent of the employees are based in New Jersey, New York and Pennsylvania.

OPEIU is challenging the outcome of the

election because the employer violated its "no-solicitation" policy. Additionally, the employer enforced the policy in a discriminatory manner to prohibit pro-union emails on the company's internal email system, while permitting anti-union messages. The original tally was 811 votes against union representation, 748 in favor, 17 voided ballots and 41 challenged ballots.

Local 153 began organizing Prudential representatives last year. Last November, Prudential posted a notice to its employees on its internal website, essentially stating that employees were employees "at will" and

could be fired at any time or have their compensation changed at any time.

The United Food and Commercial Workers (UFCW) previously represented Prudential

representatives in collective bargaining but yielded representation rights to OPEIU.

A hearing was held before the NLRB in September and we expect a ruling shortly.

AFL-CIO adopts resolution to overcome barriers to organizing women

The AFL-CIO is taking immediate action to uncover and remove the barriers to organizing women and enabling them to assume leadership positions in the labor movement.

At its Executive Council meeting in August, the AFL-CIO adopted a resolution to address these issues and pledged to undertake a research project, including focus groups among union and non-union women workers, to gain insight into the factors that inhibit women from seeking unionization or becoming involved in union campaigns, as well as the factors that inhibit women from becoming more involved in their unions and taking on leadership positions. It will then make recommendations on how to address these important issues.

According to the AFL-CIO, women are nearly half the workforce and are disproportionately employed in growing industries. For the last 25 years, women have outpaced men as new members of unions and organizing campaigns among workforces that are a majority of women are more likely to succeed — thus working women are a critical source of growth for the labor movement.

Despite the apparent readiness among women workers to organize, the AFL-CIO says, the labor movement is confronted by two stubborn problems that threaten its ability to grow and thrive: 1) organizing campaigns are difficult to win and women are sometimes reluctant to become involved in organizing due to both practical and more deep-seated problems; and 2) despite the growth of women as union members, and the increase of women at lower levels of leadership, women are significantly underrepresented as leaders throughout the labor movement.

The AFL-CIO hopes to overcome these problems and develop a solid strategy to organizing the millions of working women in the United States.

Bush wages war on workers on wide, varied fronts

It's just one unsigned contract, with just one union local, but it speaks volumes about the attitude of GOP President George W. Bush toward workers and unions.

Just before the U.S. Supreme Court seated Bush in 2001, a federal employee local negotiated a contract covering 2,000 workers at the Federal Aviation Administration. The union officers signed it. They sent the pact to the FAA administrator.

The FAA refused to sign. It explained that Bush's Office of Management and Budget (OMB) wouldn't let it do so. Investigation by the union — exposed at a recent Senate Labor Committee hearing — showed that's not true. OMB had nothing to do with the pact.

In short, the FAA refused to sign the contract it had already negotiated strictly because — following the administration "line" — it was signing a contract with a union.

That anti-worker attitude, the worst in more than 100 years, has pervaded the executive branch since Bush took over. AFL-CIO President John J. Sweeney calls it Bush's "war on workers."

Cornell University Professor Kate Bronfenbrenner says it's far more than that.

"It's not only a war on workers, but an administration that is doing more to dismantle the best of the New Deal and the Great Society — in terms of children, families, health care and welfare — and doing more to empower corporations" than any in recent history, says Bronfenbrenner, a professor of labor and industrial relations.

"We're going back to the beginning of the last century," she added in an interview. "And we're going back a century in what we're allowing corporations to do. It's the opposite of the

trust-busting under Teddy Roosevelt."

The long list of Bush anti-worker actions affects millions of people. It includes:

- Joining with his big business backers, Bush pushed repeal of federal ergonomics rules. That law, the first one Bush signed, undid 10 years of Occupational Safety and Health Administration (OSHA) work to cut the number of ergonomic — or repetitive-motion — on-the-job injuries.

Those injuries affect 1.8 million workers a year, and one-third are forced to miss time from work. Bush said he would replace OSHA's ergonomics rules with a workable program, but his OSHA later announced a plan featuring voluntary guidelines for selected industries, with little enforcement against violators.

Bush's Labor Department also dumped the ergo injury line from federal job health and safety reports businesses must fill out.

- The Justice Department sided with Toyota when the automaker told the U.S. Supreme Court in 2001 the Americans with Disabilities Act did not cover an ergonomically injured worker who could still perform some ordinary tasks in her life, such as cooking. The court ruled for Toyota.

- One of Bush's first executive orders banned project labor agreements, which guarantee decent wages on federally funded road, airport and building projects. The order would have cut wages of hundreds of thousands of construction workers. A district court threw it out, but the D.C. appeals court upheld it.

- A similar executive order, issued the same day in January 2001, said a new contractor who takes over cleaning, cafeteria services and upkeep of federal buildings does not have to

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Organizing win at King B Jerky gives voice to 200 workers

By 121 to 49, the 200-plus workers at King B Jerky Inc. in Idaho Falls, Idaho voted to have the Industrial Technical Professional Employees Union (ITPE)/OPEIU Local 4873 help them negotiate a new collective bargaining agreement.

Heading up the organizing effort was ITPE President John Conley and Organizing Coordinator Dennis Arrington, OPEIU organizers Iram Ramirez, Lupe Salazar, Alan Kistler and ITPE organizers Maureen Alsheimer and Jose Serrano worked on the campaign. When an agreement is reached, the workers will become ITPE/OPEIU Local 4873 members.

An intense campaign was conducted to reach the workers and convince them of the benefits of having a strong union represent them at the bargaining table. As the majority of workers at King B Jerky are Mexican, ITPE/OPEIU Local 4873 asked Arturo Rodriguez, President of the United Farm Workers of America (UFWA), to come and assist with the campaign. Rodriguez made a special trip to Idaho Falls on August 7 to meet with and speak to the workers about the importance of union representation to them and their families' future. He spoke of the benefits of having a strong union such as OPEIU behind them, especially those who are new immigrants, and the many benefits that would come with a collective bargaining agreement negotiated by ITPE/OPEIU Local 4873.

The election was conducted by the National Labor Relations Board, and more than 30 workers and family members spent the afternoon marching in front of the company with signs pledging support for the vote.

"My wife's worked here for five years, and she still makes \$5.15 an hour," said Alfred Soto, who arrived at 6 a.m. and stayed until the vote was announced. "We're tired of so much abuses. We're here because we're looking for justice."

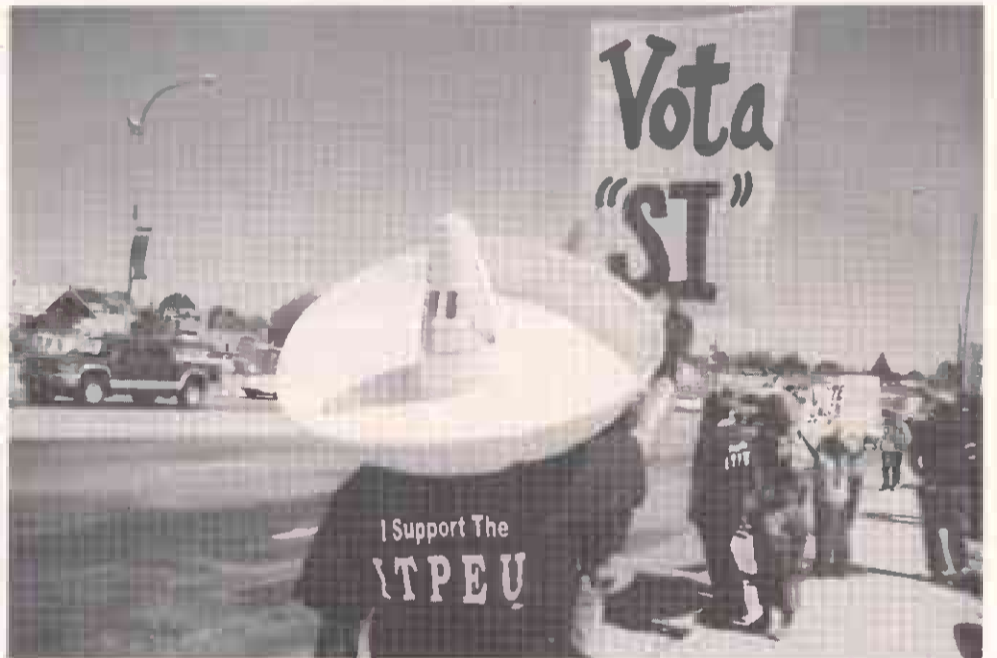
"These people need a voice and we're here to provide that for them," said ITPE's Dennis Arrington. When formed, the local will be ITPE's first Idaho chapter.



Arturo Rodriguez, UFWA President, speaks to workers at King B Jerky. Rodriguez, a good friend of OPEIU, made a special trip to Idaho Falls to assist with the organizing campaign.



Workers at King B Jerky Inc. march in support of ITPE/OPEIU Local 4873.



Workers say "Vote Yes" for collective bargaining.

Bush wages war on workers on wide, varied fronts

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follow the Service Contract Act, which guarantees living wages to tens of thousands of ordinarily low-paid cafeteria workers, janitors and security guards.

- Bush proposed cutting the Labor Department's budget for the year starting Oct. 1, 2003, with one exception: Increasing the number of inspectors and money for investigating unions for Landrum-Griffin Act violations.

Overall, the department's budget was cut by 9 percent. OSHA's budget was frozen and 80 support staffers, but no inspectors, were cut. Senate Democrats, now in the majority, vowed to reverse those moves.

- Bush intervened in each airline labor-management negotiation since he took office, appointing emergency boards to propose settlements, or threatening to do so, forcing settlements. In several cases, the unions — such as Delta's pilots and Northwest's mechanics — unwillingly signed contracts after saying Bush's

moves tilted the playing field in favor of management.

Once, Bush's tactic backfired: His board recommended a big wage hike for United's 15,000 mechanics, although it also said United should, after signing that contract, demand cuts from all its union workers.

- Bush pushed privatization of federal jobs, including jobs of the lowest-paid workers. He also pushes sending taxpayer dollars to private institutions — such as religious charities and schools — with little accountability. And Bush plans — after an immediate rescue — to break up and sell off Amtrak to private interests, threatening 23,000 rail worker jobs.

- Fire Fighters' sacrifices last September 11 didn't push Bush to support their rights. When the Senate considered legislation authorizing collective bargaining nationwide for Fire Fighters, Bush backed a GOP filibuster that killed the bill.

- Bush ordered federal contractors to post

notices telling workers they do not have to join unions or pay dues. The notices did not mention that workers have the right to join unions. Federal courts overturned Bush's notices, saying they break labor law and make the government un-neutral in contractors' labor-management relations.

- No court could stop another Bush decision favoring federal contractors over their workers: He dumped President Clinton's guidelines telling federal purchasing officers to consider a company's labor law record — along with its civil rights and environmental record — in awarding contracts.

- Despite protests and a Teamsters' lawsuit, Bush moved to implement sections of NAFTA — the controversial U.S.-Mexico-Canada "free trade" treaty — that open all U.S. roads to Mexican trucks.

The Teamsters, and the Transportation Department, presented evidence showing many of the Mexican trucks are uninspected at the

border, flunk U.S. health and safety standards, drive with bad brakes and have exhausted drivers. The Mexican trucks would also cost U.S. truckers' jobs.

Bush has taken some pro-worker actions. One is to impose tariffs of between 8 percent and 30 percent on dumped imported steel from selected countries. The tariffs disappear after 2005.

And Bush flip-flopped on black lung rules, the mine workers report. First, he supported mine owners — who were campaign contributors — in their effort to make disabled miners run the gauntlet of an unlimited number of company doctors before they could get black lung payments. After UMWA met administration officials on May 8, 2001, the administration reversed, saying miners would have to go through only two doctors, as UMWA sought.

But Bush's war on workers goes far beyond specific actions.

Bush also proposes partial privatization of

Continued on page 6

North Central/Erie Area Educational Conference highlights effective communication, negotiation skills

The 2002 North Central/Erie Educational Conference was a great opportunity for members to receive training in effective communication and negotiation skills, in a workshop conducted by Professor of Law Charles B. Wiggins of the University of San Diego School of Law. The conference, which also included a presentation on the nuts and bolts of participation in the political process at the local and national level, was held September 20-22 in Chicago, Illinois.

The workshop was based on two very

effective training manuals that outline the basics of contract negotiations, "Getting to Yes: Negotiating Agreement Without Giving In," by Roger Fisher and William L. Ury and "Getting Past No: Negotiating Your Way from Confrontation to Cooperation" by William L. Ury. The books outline the authors' four steps in negotiation: separate the people from the problem, focus on interests over positions, invent options for mutual gain and use objective criteria. They also address issues that arise when two parties disagree — including identifying shared interests, risk

and values — show how to defend against the use of "dirty tricks," and give dialogued scenarios to illustrate how these negotiating tactics will work in real situations. Both books can be ordered through the International Union at a reduced price. Please call 212-675-3210 to place your order.

"These conferences are vital to our success as a Union," said International President Michael Goodwin, who was in attendance. "It's very important that our local leaders have the skills necessary to more effectively negotiate contracts with

employers, communicate with these and potential employers, and to get insight into the political process. We encourage all members to attend these conferences in their regions, and to take advantage of the subsidy available to Local Unions from the International Union, which is currently \$600 per local union participating in the conference," Goodwin said.

As usual, the conference included an opportunity for participants to privately meet with International President Goodwin to discuss issues of concern.

SCENES FROM THE SUCCESSFUL CONFERENCE



Secretary-Treasurer Carol Dupuis delivers keynote address at Local 378 conference on coalition building

Hoping to inspire members of Local 378 facing huge government cut-backs, OPEIU International Secretary-Treasurer Carol Dupuis delivered the keynote address at the local's conference on coalition building, where she emphasized "the power of a good campaign is often the key to affecting change." Building on experience she acquired through her work with coalitions in Ontario, and her tour with the Canadian Governor General, Dupuis provided attendees with valuable information on how to make corporate and government campaigns work for unions in British Columbia.

Dupuis reminded the conference attendees that coalitions usually have a limited agenda and a short life span, so even a temporary partnership can accomplish huge goals.

Dupuis remarked that operating from a



OPEIU International Secretary-Treasurer Carol Dupuis speaks with Karen Rockwell, Local 378 Senior Representative and Jerri New, Local 378 President following delivery of her keynote address on coalition building.

consensus model, most coalitions are structured to be inclusive. The wheel spinning that consensus models sometimes create, however, can be the very death of the coalition. "Imagine if you will, 40 or 50 individuals all coming at the goals from different angles. They are all sitting around the table, hoping to have their point addressed—it can be very frustrating," Dupuis said.

"You have to keep focused on the similar interest rather than the different background of each member. In order to be effective, you have to define your community of interest, the nature of your campaign and how your message will be delivered," she continued.

"The challenge is to find ways to have everyone contributing somewhat equally," Dupuis concluded.

Dupuis said she believed Local 378 was in excellent hands going into this campaign.

Executive Board meeting moments



International Secretary-Treasurer Carol Dupuis administers the Oath of Office to the new Vice Presidents elected at the Executive Board meeting on June 24-27. Pictured (left to right) are Dupuis; Becky Turner, Region IV; Ruth Workewich, Region X; and Colleen Malley, Region IX.



Mark Anderson, President of the Food and Allied Service Trades Department (FAST) addresses the Executive Board.



The Henderson B. Douglas Award is presented to John Conley, President of ITPE/OPEIU Local 4873. Pictured (left to right) are Carol Dupuis, International President Michael Goodwin, ITPE Organizing Coordinator Dennis Arrington, Conley, OPEIU Director of Organization and Field Services Kevin Kistler, ITPE Representative/Organizer Maureen Alshemer and Iram Ramirez, International Union Organizer.

OPEIU leads the way in eliminating merit system in New Jersey Courts

The members of the Joint Council of Affiliated Unions in New Jersey (JCAU) and the Official Court Reporters represented by the OPEIU voted overwhelmingly to eliminate the performance evaluation system, a merit system that had negative implications upon the membership for a long time.

OPEIU, led by representatives Steven Tully, Norma Cruz-Vazquez and Joan Cahill of Local 32, Newark, N.J. and Paul Greenspan of Local 153, New York, N.Y. have been fighting diligently for several years to do away with the merit system, and finally prevailed this summer.

Tully, Greenspan, Cruz-Vazquez and Cahill represent the OPEIU on the JCAU, a council of six unions that represents more than 3,000 judiciary employees in New Jersey—including 1,500 OPEIU members in Locals 32 and 153. They were instrumental in battling the State of New Jersey and finally over-

turning the merit system and ensuring this important change in the contract.

In addition, the judiciary employees represented by OPEIU will automatically receive a 4.15 percent increase each year of the contract.

Steven Tully elected Chairman of JCAU

Local 32 Business Manager Steven Tully has also been elected Chairman of the JCAU. "It is a great honor to be able to serve as Chairman on behalf of the members," Tully said. "I also have the privilege of being able to work with many qualified people, especially Paul Greenspan, my good friend in the OPEIU family.

"Paul has been effectively representing OPEIU members in the judiciary for many years, and his vast knowledge in representing judiciary employees makes him a good person to rely on for counsel," Tully said.

Tully assumed the chairmanship on July 1.



OPEIU/JCAU representatives (left to right) Paul Greenspan (Local 153), Norma Cruz-Vazquez (Local 32) and Steven Tully (Local 32) after signing the agreement that eliminates the merit system in the New Jersey courts. Not pictured is OPEIU/JCAU representative Joan Cahill.

Labor rallies for "No More Business As Usual"

Continued from page 1

members and their allies will convene a national "No More Business As Usual" day of action to educate and energize workers.

Three other rallies were also held in July on Wall Street, in New Britain, Conn. and in Boston, Mass. As part of the AFL-CIO's corporate accountability campaign, "No More Business As Usual" town hall meetings have been held featuring former Enron workers in more than a dozen cities throughout the country.

No More Business As Usual Labor's Corporate Accountability Agenda

Working families are the real victims of the greed gripping American business. We pay with our jobs and our retirement security when corrupt corporate insiders are allowed to pillage the companies we've built. We are also shareholders and we lose when our savings aren't invested for the highest

long-run return and managed to support authentic corporate accountability. We demand:

1. PUT WORKERS FIRST.

Workers who lose their jobs should have first claim on the assets of companies destroyed by corporate misconduct — for severance claims as well as unpaid wages, benefits, pension and 401(k) contributions. The ill-gotten gains of corrupt corporate insiders must be seized and returned to the victims of corporate abuse. Corporations must assume their share of responsibility for the retirement security of the workers who build the companies. Guaranteed defined benefit pension plans must be restored. Workers' savings plans, including 401(k)s, should not be irresponsibly loaded up with company stock. Workers should elect trustees of their retirement funds.

2. HOLD CEOS ACCOUNTABLE.

Stock options have corrupted America's corporate leaders and do not serve the long-

term interests of shareholders or companies. Where options are used they should be expensed and indexed to company performance. Better still, executives should receive shares instead of options so they bear risks of their work as well as reap the rewards. CEOs should be prohibited from selling any options or shares they receive during their tenure with the corporation. Offshore tax havens should be outlawed. Shareholders should have full democratic rights in determining who leads our companies. CEOs should no longer have access to company funds to run candidates for their boards while worker funds have to spend their own money to elect independent directors. Company boards must be independent and diverse if they are to be accountable to shareholders. Giant mutual funds should disclose how they vote their proxies and stop supporting cozy corporate boards and rubber-stamping insider abuses.

3. PUT INTEGRITY BACK INTO CORPORATIONS AND THE CAPITAL MARKETS.

Conflicts of interest among accountants and financial analysts, the aiders and abettors of corrupt corporate insiders, must be eliminated. The accounting reform legislation enacted by Congress is a strong start, but Congress should also prohibit Wall Street analysts from being involved in any way in the investment banking side of their firms. And civil immunity for the aiders and abettors of securities fraud must be eliminated; the accountants, lawyers and bankers who draw up fraudulent documents must pay for the damage they do. A national commission must be established to study regulation and

oversight of investment and commercial banks and the concentration of financial power in the wake of the repeal of the Glass Steagall Act.

4. END CORPORATE CORRUPTION OF POLITICS.

Undue corporate power and influence must be eliminated from our political system and from our government by moving to public financing of election campaigns. Only when government is accountable to the American people can the reforms needed to assure real corporate accountability be enacted.

Rebuilding authentic corporate accountability and restoring integrity to America's capital markets requires the cooperation of every major American economic and political institution.

We call on individual companies to improve their governance by selecting conscientious CEOs and compensating them in a way that builds strong companies and long-term value for shareholders. Companies need to reform their boards to assure they are diverse, independent and accountable to shareholders and the company. And they need to recognize the rights of shareholders and be responsible to employees, customers, suppliers and their communities — all of which are essential for company success.

We call on leaders of the accounting and financial services industries, the gatekeepers of America's capital markets, to establish new and higher standards and to eliminate the conflicts of interest that undermine their ability to protect investors as well as workers and retirees.

Pat Tully retires as Business Manager of Local 32

Patrick J. Tully, the longtime Business Manager for Local 32, retired in May after 40 plus years in the labor movement, including the last 23 years as a member of OPEIU.

Under Tully's leadership, Local 32 grew from 1,500 members with only a handful of groups in 1979 to more than 6,500 members with more than 100 groups by 2002. His organizing efforts in the public sector in New Jersey during the 1980s brought in new members from the state, county, and local levels and helped OPEIU to become one of the strongest labor unions in New Jersey.

In recognition of his efforts he was twice awarded the prestigious Henderson B. Douglas award, in 1989 and 1994, presented by OPEIU for organizing excellence.

Tully was elected as an OPEIU Vice President from Region II and served on the OPEIU International Executive Board from 1987 to 1998. He was also a candidate for International President in 1998. In addition, he

was elected a Vice President of the New Jersey State AFL-CIO and served as a member of its Executive Board from 1995 to the present.

Tully began his career in the labor movement in 1957 when he worked for New Jersey Transit as a bus driver and became an activist in Local 819 of the Amalgamated Transit Union (ATU). He was elected as a shop steward in 1960 and elected Recording Secretary of Local 819 ATU in 1969. In 1972 he became a Staff Representative for Local 819 ATU

and immediately helped lead the membership through a difficult 13-week strike that resulted in the membership of Local 819 guaranteeing their pensions. In 1975 he was elected Secretary-Treasurer of Local 819.

In 1979 Tully was hired as Business Manager by Local 32 and committed himself to helping the Local grow through aggressive organizing efforts that eventually led to Local 32 increasing its membership by more than 300 percent!

"It's the end of a wonderful career in the labor movement," Tully said. "I had the pleasure of being part of the growth of the OPEIU under two outstanding Presidents, John Kelly and Mike Goodwin, who were committed to making the OPEIU the best International Union in the AFL-CIO."

"I want to thank the members, officers, and Executive Board of Local 32 for the tremendous support they gave me through the years. Their support helped me survive many battles and gave me the opportunity to help so many working people through the years," Tully concluded.

Tully lives in Kearny, New Jersey with his wife of 38 years, Roseann, and is looking forward to spending time with his five children and nine grandchildren.



Patrick Tully

Bush wages war on workers on wide, varied fronts

Continued from page 3

Social Security, jeopardizing the nation's basic retirement system. And he turned a blind eye — until events forced his hand — to corporate greed.

When the Enron scandal broke, involving his biggest campaign contributor and robbing thousands of employees of their pensions, Bush supported weak reforms in pension protections for workers.

And when Congress was forced to consider campaign finance reform, Bush pushed — unsuccessfully — for a national "paycheck protection" plan to virtually ban workers from participating financially in politics. The Senate dumped his ban, decisively.

While Bush's anti-terror measures are not specifically aimed at workers and unions, some unionists fear that the wide powers they give to the CIA and FBI to infiltrate U.S. organizations and spy on citizens will be used against them. That fear intensified after Bush's Attorney General, John Ashcroft, came close in his Senate testimony to saying that anyone who disagrees with the administration line is a terrorist supporter.

"Dissent and organizing became disloyal," Bronfenbrenner warns. Unionists from The

Newspaper Guild, the Northern California Building Trades, the International Longshore and Warehouse Union and other unions voice similar fears.

But Bush's main battle against workers is economic, both in his overall policies and in specifics.

After all, the centerpiece of Bush's first two years, before the terrorist attacks, was his tax cut.

Citizens for Tax Justice, the only organization with the methodology to analyze the tax code the way the feds do, reports the tax cut will cost \$1.35 trillion - \$1.6 trillion and give 52 percent of its benefits to the wealthiest 1 percent of Americans.

And the tax cut drove the federal budget, which ran a surplus in President Clinton's final years, back into oceans of red ink. The federal surplus for Clinton's last year was \$127 billion. Its deficit for Bush's first year will be \$165 billion. That's just at a time when the government must start saving funds to repay Social Security, not borrow from it as Bush has done.

"We're going back to social Darwinism," Bronfenbrenner says. "Those who have the money deserve it, those who don't have it don't deserve it, and corporations run the world."

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After 65 years, Local 29 is stronger than ever!

This year marked the 65th anniversary of Local 29, which was chartered in 1937.

A lot has happened in those 65 years, but Local 29 is nowhere near retiring.

At the general membership meeting on July 17, 2002, the retirees and membership took a look at the past, at a lifetime of achievement in the struggle for better pay, safer working conditions, and a continued voice in the workplace. The members looked back and celebrated the commitment and dedication of past members, officers, activists, stewards and leaders, many of whom joined in the celebration.

The members also looked to the present, to conduct the business of the Local in an unprecedented atmosphere of dignity, respect, and cooperation. Time was dedicated to recognizing many long-standing members through the ongoing Member Recognition Program (MRP), awarding Longevity Pins to those who have honored the Local with 29 or more years of service.

Finally, the members looked to the future and shared the hope for what working together will bring in the years ahead, under the careful guidance of the members of Local 29's Retiree Club, who graciously hosted the

evening celebration. The officers and staff celebrated the privilege of working for the membership. The membership is the Union, and together make a difference!

International Vice President and Assistant to the President Kathleen Kinnick attended, bringing regards from International President Goodwin.



Patricia G. Sanchez, Secretary-Treasurer and Tamara R. Rubyn, President/Business Manager.



Michael Picetti, scholarship recipient, and Nancy May, Local 29 President.



Members Isabelle Bromstead and Natalie Torres.



Retired members Helen Flowers, Ruth Martin and Edith Veloza.



Kathleen Kinnick, International Vice President and Assistant to the President, and retired member Edith Veloza.

Work and Health

Women Are Losing Out on Health Care

By Phillip L. Polakoff, M.D.

Most states and the country overall are failing to meet the nation's goals for improving women's health.

This discouraging view comes from the latest edition (2001) of "Making the Grade on Women's Health: A National and State by State Report Card." The report card checks up on the progress — or lack of it — America has made on the decade-old goals set out in Healthy People 2000, formulated at the beginning of the 1990s.

The report was published by several interested groups, including the National Women's Law Center, FOCUS on Health & Leadership for Women at the University of Pennsylvania School of Medicine, and Oregon Health & Science University, among others.

Why have we fallen so short when it comes to women's health? The report examines three major areas:

First, lack of access to appropriate care. This could be due to several reasons: Lack of insurance, living somewhere that medical care falls short of needs, or simply not knowing how to obtain needed services.

For whatever reason, many women do not have access to basic health services such as prenatal care. Many suffer or die from diseases including diabetes, stroke and high blood pressure, at rates higher than they need to be.

Sadly, the disparities women experience in the quality of their care are often based on race, ethnicity, sexual orientation and disability.

The report says these problems persist "in

part because the federal and state governments have not consistently adopted the policies necessary to improve women's health."

There has been some improvement, the report acknowledges in its second point.

In 2001, a number of states moved up in their overall ranking for women's health. Five ranked at least five places higher in the latest report (2001) than in the previous year.

Ten states — up from only two the year before — received 10 or more satisfactory grades for indicators of women's health status.

The most dramatic improvement involved increased efforts to screen women for life-threatening illnesses such as cervical and colorectal cancer, a critical prevention strategy.

However, for many women — the third point — the progress has meant little change. For example, quoting from the report:

"Only five states and the District of Columbia improved their Medicaid coverage for pregnant women, and just four states improved Medicaid for single parents. Thirty-six states had only weak policies in place to expand Medicaid coverage by dropping certain, non-income restrictions and by reaching out to people who are eligible for Medicaid but not participating in the program."

When it comes to women's reproductive health, some states and the federal government retain or pursue policies that harm women by limiting their access to family planning and abortion.

We can — and we must — do better.



Washington Window

Mommy, Who Did You Have to Fire Today?

"Mommy, who did you have to fire today?"

Imagine a little girl, then aged six or so, asking that devastating question. Sounds unbelievable, right?

Sherri Bufkin faced her daughter's question when she came home from work in 1997-98 from the Smithfield Packing Company plant in Tar Heel, N.C.

That's because Bufkin was a mid-level supervisor, who cared for her workers, who went the extra mile to give them time off when they needed it for their families — and who was rewarded with worker loyalty, productivity and top evaluations from her bosses.

Yet Bufkin faced that question from her daughter when the United Food and Commercial Workers started an organizing drive at Smithfield. Its owners brought in union-busters who ordered Bufkin to fire workers, to lie, to cheat, to beat the union.

Bufkin told her story at the Senate Labor Committee hearing on June 20 about company labor law-breaking that workers face when trying to organize. Workers' stories dominated the session.

The tales are legion, of delays, harassment, illegal firings, pressure on workers and their friends and relatives.

One worker trying to organize a casino in Las Vegas told how 12 men — including the son of a supervisor — beat him with baseball bats and left him for dead, they thought. "They're probably surprised I'm here," Mario Vidales commented to the senators.

Those examples show why the panel called the hearing: To dramatize what workers go through when they try to organize, win representation elections, negotiate contracts. The nation doesn't know those facts. Senators said the hearing produced evidence for future reform "to level the playing field."

But what was even more credible was Bufkin's story. After all, she is — or was — management.

"Smithfield ordered me to fire employees ... who didn't deserve to be terminated ... who supported the union," she said. "The company told me it was either my job or theirs."

Smithfield's union-busting consultants were lawyers, but that didn't stop them from ordering Bufkin to break labor law.

Such orders included telling Bufkin to

tell the workers that bringing in the UFCW "would result in strikes. Everybody knows they love to strike." Strikes would lead to no jobs, they said.

The union-busting lawyer ordered Bufkin to find a pretext to fire one leading pro-union female plant laundry worker.

When Bufkin said the worker did nothing wrong, got along well with co-workers and had an outstanding record, "He (the lawyer) looked me dead in the eye and said, and I quote, 'Fire the bitch, I'll beat anything she or they throw at me in court.'"

Bufkin tried to transfer the worker, but a top supervisor, acting on the union-buster's advice, made a pending vacancy vanish. Then he conveniently dismissed as "irrelevant" a petition with more than 100 signatures showing the woman got along with her colleagues. Then he fired the worker.

"The woman became hysterical. She's got three kids. About her, 'We've got another one, we've got another one. We don't have to worry about it,'" Bufkin quoted the supervisor saying.

That's not the end of the story. UFCW asked the National Labor Relations Board to bring labor law-breaking — formally called unfair labor practices — charges against Smithfield.

The union-buster ordered Bufkin to sign a false affidavit about that firing and other anti-union moves, such as demanding pro-union workers toil overtime, and firing those who refused.

"He misconstrued what I said to fit with what the company wanted. I had a family to support. I had to sign, knowing they were false," Bufkin said, pausing to gain control of herself several times. But she had to go home and face her daughter.

Finally, the union-busting lawyer told Bufkin she'd have to testify at an NLRB hearing. She replied: "I have lied for the last time. I won't do so any more." Smithfield fired Bufkin.

"I'm not justifying anything I've done. Since I lost my job, I had to declare bankruptcy. I avoided foreclosure on my house by just one day. I haven't been able to find a decent job ... even as a shipping clerk," Bufkin said softly, haltingly.

"But I don't regret standing up for the truth. Because now I can look my daughter in the eye."

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Local 42 presents first annual Roxie Simpson Scholarship Awards

Local 42, Detroit, Mich., was honored to present four \$500 scholarship awards for outstanding essays at its August 14, 2002 membership meeting.

The deserving recipients of the first annual Roxie Simpson Scholarship Awards were Sicoya S. Simpson (granddaughter of the late Roxie Simpson), who is majoring in archi-

tectural design at Western Michigan University; Nathan Delisle, (son of sister Susan Delisle, who is employed at UAW/Ford Legal Services in Monroe, Mich.), majoring in aviation flight science at Western Michigan University; Michelle Stocker (stepdaughter of sister Corinne Kalat, who is employed at UAW Legal Services in Illinois), majoring in

psychology at Illinois State University; and Terrell Frazier (son of sister Linda Frazier, who is employed at OLHSA in Pontiac, Mich.), majoring in communications.

Local 42 President Patricia Robertson presented the scholarship awards to Ms. Simpson and Mr. Delisle. Ms. Stocker and Mr. Frazier were not in attendance, and their awards have

been forwarded by mail.

Roxie Simpson was a member of Local 42 for more than 50 years. Sister Simpson was President of the Local for many years, and her work and dedication to the Union is a source of great pride and honor for Local 42. They are proud to name the scholarship fund in her memory.



Local 42 President Patricia Robertson presents a \$500 scholarship award to Nathan Delisle.



Robertson presents a scholarship award to Sicoya Simpson.



Scholarship recipients Nathan Delisle and Sicoya Simpson.

Senate Labor Committee OK's ergo bill

By an 11-10 party-line vote, the Democratic-run Senate Labor Committee passed a bill June 19 ordering the Labor Department to develop a new ergonomics standard within two years.

The measure, backed by the AFL-CIO, would restart regulation of the repetitive-motion (ergonomic) injuries. AFL-CIO President John J. Sweeney called it "sound and moderate" to "require the department to issue a standard based on effective programs and practices" some employers already have in place to cut the ills.

The Occupational Safety and Health Administration (OSHA) spent a decade developing a standard designed to cut the 1.8 million yearly ergonomic injuries. President Clinton approved it just before leaving office, but big business and Bush administration lobbying pushed the then GOP-run Congress to dump it in March 2001. Bush promised action on ergonomics, but the AFL-CIO calls his OSHA produced voluntary guidelines inadequate.

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