**Mesa Vista Hospital Employees Vote 77 Percent For Local 30**

The nearly 260 employees at Mesa Vista Hospital have voted overwhelmingly to be represented by OPEIU Local 30. International Representative Lee Brasted reports a three-to-one landslide vote for Local 30 among the nurses and non-professional staff.

Classifications covered in the two units include RNs, licensed vocational nurses, therapists, mental health workers, occupational therapy aides, business office and medical records employees, unit clerks, dietary employees, and housekeeping and maintenance workers at one of the largest acute mental health care facilities in San Diego County.

Brasted reported a write-in campaign, which indicated support of the workers for representation and their support for Local 30. A campaign which really only began in April of 1981 finished August 5 with 77 percent of the employees voting "yes" for OPEIU.

In April Brasted had established and strong organizing committee. He reports that weekly meetings were held by "word of mouth" with employees who eagerly signed authorization cards in spite of their fear of employer retaliation. A "snowball effect," said Brasted, resulted in 66 percent of the employees committing themselves to the Union, without ever handing in. "Hospital Administration during this time, therefore, heard rumors of 'Union,' but were unaware of what Union or the amount of interest." On June 28, 1981, Local 30 petitioned for the two units, and an election was set for August 5, 1981.

United Way Employees Vote OPEIU 2-to-1

The approximately 100 employees at United Way in Los Angeles voted by a two-to-one margin for representation by OPEIU Local 30, reports National Representative Richard Holober. The victory was attributed by Holober to the wide discrepancy between OPEIU and nonunion wages and benefits.

Local 30 had represented the employees at another nonprofit organization—Associated Ingroup Donors—which merged into United Way. Even after the merger the OPEIU members retained their union wages and benefits. According to Holober the wages were as much as 30 percent more than the United Way employees earned. They also kept their employer-paid health coverage, while United Way employees were paying $100 per month to cover two dependents under their plan.

Since the majority of the United Way employees were heads of households and single parents, OPEIU representation was not only appealing but a necessity. And, the fact that union members at United Way in San Francisco earned 30 to 40 percent more in wages and benefits tipped the scales even further toward OPEIU.

The election was actually the second held at United Way. The first held last year was also an OPEIU victory, although Local 30 did not obtain a majority of the votes cast. OPEIU again offered a "No Union" second, and the Communications Workers of America (CWA) third. The election proved once again that white-collar workers realize it pays to be represented by the union which has always been committed to their needs. It also proves that OPEIU is committed to improving the wages and benefits for employees at nonprofit institutions, as resolved at the 1980 Convention.

NY/NJ Colleges Win Over 30% in Wages

New York City's Local 153 has won contracts at two area colleges—New York's Seton Hall (see story on page 3) and New Jersey's Fairleigh Dickinson University. Both agreements provide more than 30 percent in wage increases over the lives of the three-year agreements. Details of both negotiations and contracts appear in this issue.

**Fairleigh Dickinson**

After a hard battle which lasted three and one-half years, the more than 700 office and food service employees at Fairleigh Dickinson University (FDU) in New Jersey ratified their first OPEIU Local 153 contract. Their efforts in obtaining representation were finally rewarded with a contract which sets new standards in university contracts, including as much as 30 percent in wage increases over the contract's three years, and which has provided the Local with many new university organizing leads, reports Local 153 Secretary-Treasurer and International Vice President Michael Goodwin.

**An Uphill Battle**

The employer, who will now reap the benefits of OPEIU membership, fought for their collective bargaining rights against an administration that challenged the Union's validity all the way up the bureaucratic ladder. An organizing drive which was begun by Local Organizer Pat Hoffman more than three years ago resulted in two 1979 election victories—the office employees, followed closely by the food service employees.

The University administration, however, refused to negotiate with the democratically elected Local 153 and, instead, challenged the elections at the National Labor Relations Board. After the Board ruled in favor of OPEIU, the University appealed the decision to the courts. Only after it became painfully apparent

(Continued on page 3)
Tracking Down Corporate Finances

The following article will appear in the next issue of the OPEIU Research News. That newsletter, for those who do not know, is mailed bimonthly to all International Officers, Staff, and Local Unions. However, it is important that all OPEIU members are aware of the availability of our new research service and, therefore, are reprinting the article here.

The OPEIU Research Department has recently purchased Moody's Investors Service, one of the most comprehensive data banks of corporate financial information. This service will enable us to provide you—the Locals and Representatives—with up-to-date information for collective bargaining and organizing.

We can't tell you the importance of economic data in bargaining. Obviously, negotiators need every tool at their disposal during bargaining, and economic arguments based on wages and working conditions are of primary importance. If a company raises any question on its ability to pay requested wage increases, an understanding of a company's financial statement is a necessity.

Considering the current trend in corporate acquisitions and mergers, it is also important to be aware of any takeover attempts at your company. It is well known that a number of corporate giants have an arrogant determination to destroy unions. Knowing a corporate outlaws before he strikes is the first step in preserving your collective bargaining agreements and employee rights. By investigating the financial foundation and unearthing the subsidiary companies, you can anticipate the character of collective bargaining.

Because of the increasing importance of understanding a company's financial position, all of you are encouraged to make use of these materials. There is certainly no question, for example, in organizing a company on the verge of bankruptcy. It would be important to know that a company had a 100% increase in operating costs and sold a dividend, but gave no wage increases for the last two years.

The tools are here. We hope it will make your job of serving the members much easier and more effective.

Specifically, what can you use the following:

Moody's Bank & Finance Manual containing histories, directors, financial statements, subsidiaries, plants and locations, number of employees, and future trends of stocks and bonds for banks, trust companies, savings & loan companies, real estate, insurance, and investment companies.

Moody's Industrial & OTC Manuals contain the same data on all companies (private industry) listed on the American and New York Stock Exchanges (e.g., manufacturing, mining, retail, transportation, services).

Moody's Public Utility Manual contains the same data on all public utility companies.

All of the manuals will be updated with weekly supplements. In addition, the Research Department has dividend records, individual stock sheets on companies, and industry review fact sheets. This last compares companies within each industry (such as, aerospace) and predicts market trends for the industry as a whole.

San Diego Kaiser Permanente Hospital Employees Applaud New Pact

Local 30 members at Kaiser Permanente in San Diego ratified a new three-year contract by a standing voucher, reports Local 30 Secretary-Treasurer/Manager and OPEIU International Vice President Gwen Newton. Newton said the new contract "is acclaimed by the members of Local 30, its eleven-member negotiating team, and Local Representative Vilma Upchurch as the best agreement ever."

The major issue throughout the bargaining process was parity between San Diego wage rates and benefits and those in Los Angeles. The parity issue, reports Newton, was achieved on a job-for-job basis and represented substantial increases for Local 30's Kaiser members.

After adjustment to Los Angeles rates, the first year, members gained an 8 percent increase or the Los Angeles rates (whichever is higher) in the second year and a 7 percent increase or the Los Angeles rates (whichever is higher) in the third.

Pension improvements—another high priority item for the members—accounted for "the single most costly item" in the contract. But, thanks to their Union, the employees at Kaiser will enjoy a secure retirement. With this contract, according to Newton, their pensions "will more than double."

Additionally, the new agreement provides:

- Increased overtime pay to two times the hourly rate for work on scheduled days off;
- Increased shift differential pay by 50 cents per hour for the evening shift and 60 cents per hour for the night shift;
- Increased on-call differential to 30 cents per hour;
- One-half pay for any unused sick leave annually;
- $45 per month bilingual pay;
- Longevity pay of 30 cents per hour after 10 years and 40 cents per hour after 15;
- Improvements in life insurance, educational leave, compassionate leave, and standby pay.

Working to achieve this impressive agreement and assisting Newton and Upchurch in negotiations were Local 30 members Mary Backer, Florence Bee, Dan Brown, Ruby Bylsma, Libby McDiuffie, Paulina Mergen, Peggy Murphy, Barbara Payne, Diane Pollett, Velma Towner, and Ron Wing.

Congratulations to this negotiating committee and all Local 30 members at Kaiser.

OPEIU Mourns Helen Flynn

Helen T. (Foley) Flynn, long-time OPEIU Local 6 member and executive secretary of Baton Rouge Typographical Union Local 13 since 1953, died in Massachusetts General Hospital following a brief illness.

A pioneer woman in the trade union movement in Greater Boston, Flynn began her career as a court stenographer, became involved in social work and then started her activities as a trade unionist. She was a charter member at the age of 17 of the Federal Labor Union for office employees, and was a delegate to many Massachusetts state labor conventions.

Flynn was secretary of the Boston Central Labor Union and worked for several Teamster union locals. In her various posts as president, secretary, and treasurer of OPEIU Local 6, she organized and negotiated contracts on behalf of employees at various firms throughout New England, as well as playing a foundling role in the establishment of the International. She also was a long-time member of the union's Executive Board and active participant in the Women's Trade Union League and other women's labor groups, and was regarded as one of the most knowledgeable women in the American labor movement.

Flynn leaves her husband Thomas Flynn of Arlington, a senior trial attorney with the National Labor Relations Board.

Local 277 Opens Contract Early to Protect Members Against Inflation

Because of the continuing rise in the inflation rate, Local 277 convinced American Income Life Insurance Company in Waco, Texas, to open negotiations on their contract one year early. As a result of these efforts, the approximately 200 OPEIU members at that company will receive $5.50 to $1.40 per hour in wage increases, reports International Vice President and Local 277 President/Business Manager J. B. Moss.

Additional improvements in the new contract reported by Moss include the following:

- A 20 percent increase in the cap on the cost-of-living adjustment over the three years;
- An increase in employer contributions to the pension plan from $100 to $120 monthly;
- A bonus day off for employees with perfect attendance during each 12-week period;
- Improvements in bereavement leave and vacation leave (which can now be taken in hourly increments);
- A doubling of promotional increases;
- A new bonus system for educational benefits, whereby employees who successfully complete job-related courses receive an additional $4.50 per hour for each course, up to $9.00 per hour.

Other benefits received by these OPEIU members include three weeks vacation after five years and four weeks after 12; 37½ hour workweek; 11 paid holidays; 12 days of sick leave annually; supplemental child care allowance during overtime work, protection against plant closing and technological change, and one day off to get married.

In addition to Moss, the negotiations committee that led the way to this successful contract included Local 277 Business Representative Don Wright and seven stewards from the American Income Home office.
clear that OPEIU and the employees would again win did the University sit down to negotiate. This first agreement reached on August 13 is the culmination of that difficult struggle. Goodwin credited Local 153’s successes in organizing and negotiating the OPEIU contract to their excellent contracts, long-term experience, and good representation of members at other area colleges. These include Fordham, Hofstra, Seton Hall (see related story), Long Island University, Pratt Institute, and Wesleyan University, among others.

The OPEIU Contract

The OPEIU agreement provides all the employees and members with tremendous improvements. Those improvements are much too lengthy to detail, but a brief summary of the new contract follows:

- the previously reported 30 percent in wage increases, with the first year's increase retroactive to July 1, 1980;
- 11 paid holidays annually;
- a 35-hour workweek during school months; a committee to study the establishment of a 4-day, 32-hour week during summer months;
- union security;
- a grievance arbitration procedure to settle workplace disputes in a fair and nondiscriminatory manner;
- bereavement leave;
- 100/6 employee paid insurance (hospital and major medical) for employees;
- fully employer-paid life insurance equal to two times base annual salary,
- 3-month personal leave in cases of illness (including maternity) or disablement of either the employee or his/her family members, one-year leave with continuation of employer-paid fringe benefits during such leave;
- vacations of up to 5 weeks annually;
- paid time off for processing grievances;
- seniority and layoff/recall protections;
- full tuition remittance for undergraduate and graduate study for employees and their families;
- job posting and improved promotional opportunities;
- protection from layoff or hours reduction in the event of technological change;
- protection of the contract in the event of successorship, and
- guaranteed continuation of all past benefits and conditions.

This remarkable first agreement deserves our applause, as do those who assisted Goodwin in the negotiations. In addition to Hoffman, the OPEIU negotiations committee included Rose Aschle, Lloyd Blazer, Gloria Brown, C oryn Gansley, Eileen Kerrigan, Burrell Astrella, Lloyd Blazier, Gloria Brower, Corynn Pruner, Thomas. Hall, Lenore Scudder, Jackie Sostov, and Jean Thomas.

Seton Hall

In spite of a threatened lockout and ridiculous low contract demands by management, Local 219 and Seton Hall University’s employees were able to obtain a new OPEIU agreement, reports Local 219 Business Representative. Dunn Dunn said, “The negotiating committee worked round-the-clock to ensure a superb settlement for the members without a strike or a management lockout. I think the members were entitled to, and deserved a contract worth of a contract with good terms and conditions and a reasonable representation by OPEIU who will ensure them fair and equitable treatment on the job.

OPEIU Organizing

(Continued from page 4)

OPEIU 378, she said, argued that while the foremen were supervisory employees with heavy responsibilities for overseeing the plant, they did not hire or fire or make management policy. In addition, they were definitely not paid as managers. The Labour Relations Board accepted the union arguments and rejected the management argument of a conflict of interest. It said that as the foremen were in a separate unit from the employees they supervise, there was no conflict.

Harvey reports that bargaining for the foremen's first contract following their victory would begin by late summer.

LOCAL BRIEFS

The Members of Local 5 and employees at Yellow Cab in Denver, Colorado, have achieved a settlement in excess of contracts negotiated nationally, reports International organizer Lee Brasted. Specifically, Brasted said the agreement provides approximately 14 1/2 percent in wage hikes in the first year. "This is in addition to quarterly increases which result from the cost-of-living adjustment," he said, "and full economic rescissions in the second and third years.

The agreement also provided an additional paid holiday—the employee's hiring anniversary—and improved vacation benefits. Members will now be eligible for 3 weeks of vacation after 5 years (formerly 3 weeks after 10 years) and 4 weeks after 15 years (formerly 4 weeks after 20).

Finally, the employee agreed to contribute an additional $2.00 per hour for each employee to the OPEIU Western States Pension plan.

Lana M. Katz, an OPEIU Local 2 shop steward in Washington, D.C., has earned a Bachelor of Arts degree in Labor Studies at Antioch University. Katz has been studying since January 1979 in the external degree program offered by the George Meany Center for Labor Studies.

The program permits participants to study independently at home while continuing their regular jobs. Some college credits are also awarded for competency gained through experience in the labor movement.

Katz, who already had one degree—a Bachelor of Science in Education from the University of Pittsburgh—earned credits in collective bargaining, economics, labor and American politics, American government, and labor (past and present).

In the picture below, Katz proudly displays her degree to Local 2 Secretary-Treasurer Benett Eberhardt.

"Clean Jobs. Not Gas Masks," "How Much is a Life Worth," "Brown Lung Kils," and "Save Our OSHA Standards" were a few of the sayings on signs carried by picketing unionists in Little Rock, Arkansas. The trade unionists, including members of OPEIU Local 105, demonstrated while wearing gas masks to protest the Reagan Administration attack on worker health and safety standards.

Local 105 President Melba Fisher reports the Local had the largest turnout of members of any union taking part in the demonstrations at the Occupational Safety and Health Administration (OSHA) office in Little Rock. Following the picketing, the group met with the OSHA Areas Director to discuss the labor movement's concern about the recent attacks.

Pictured below are the Local 105 members who took part in the activities: on the front row are left to right: Recording Secretary Julia Makal and President Melba Fisher, while on the back row are Trustee Ann Lint, Arkansas State AFL-CIO President J. Bill Becker, and Jeannette Krohn.
Marching for Social Justice

Twice within a three-week span the U.S. labor movement marched. It marched on Labor Day in New York City, Detroit, San Francisco, all across the nation in record numbers. In New York City 200,000 trade unionists marched up Fifth Avenue to celebrate the centennial anniversary of the AFL-CIO and the largest Labor Day Parade in New York's history. Again we came together on September 19 to celebrate Solidarity Day. In spite of not being able to use air transportation, nearly 500,000 trade unionists descended on Washington, D.C. to march in the first rally ever called in the history of the AFL-CIO.

Why Did We March?

Why did OPEIU and all other AFL-CIO unions join together for the demonstrations? Why did OPEIU members spend 3 days on trains from Texas, 24 hours on buses from Tennessee, or ride buses to Vancouver only to fly across Canadian air space and again jump on a bus to travel down to Washington? Why would our members go to these extremes to march for a couple of hours in the Nation's Capital on Solidarity Day? Why would our members across the country give up their Labor Day holiday to march with their brothers and sisters?

I believe because of two reasons: because of a need for solidarity arising from current attacks on the labor movement and all it has done for so long, and because of a need to renew their commitment to that movement and their individual unions. On both Labor Day and Solidarity Day, the nation's organized labor gathered together to renew their pride in being union. They also gathered to make it clear to the Reagan Administration that they do not support its repressive economic policies.

"Can't Take No More"

I met many trade unionists from OPEIU and other unions who readily admitted to me that they had voted for Reagan, but that they had no idea of the kinds of insensitive programs that he would propose. They were outraged that the Administration could equate ketchup and hamburger relish with vegetables for the school children of America; that they could propose cutting back on beef and milk and suggest that soybean curd or cottage cheese be substituted for meat. They were especially incensed that while proposing school lunch cuts in the world's most food-rich nation, they had passed elimination of taxes on inheritances of up to $600,000 for the rich.

They were horrified that Reagan had proposed cuts in Social Security and called this contract with America's working people "a handout." After working many years and contributing to the system, they all knew darn well that it was not handout. Reagan's proposal to eliminate the minimum benefit, to raise eligibility age to 68 from 65, and to slow down or eliminate the cost-of-living adjustments for retirees was one more example that this Administration is anti-people, anti-labor and pro-big business. And, that it has no intention of keeping its election promises to America's workers.

What was worse, the Administration—the one that made promises to reduce the number of recipients on the welfare rolls and to reduce Social Security—now wants to put all of the retirees who will no longer qualify for Social Security "on the dole." These unionists, like their unions, have always been committed to the protection of dignity in old age. What dignity remains for those who would have to seek welfare assistance.

They were mad that after giving Big Business the largest tax reductions in the nation's history and promising the American workers a tax break, the White House could propose taxation of all health benefits over $150, and that this was only a forerunning of more to come. What had break been that long ago?

They weren't happy either with the Administration's recent attacks on the labor movement and American working people: to propose to replace unions under anti-trust laws; to eliminate OSHA protections for the safety and health of all workers; to eliminate Davis-Bacon provisions that protect the wages of all construction workers; to eliminate affirmative action programs; to eliminate government employment programs for the young, poor, and often black.

The Solidarity Day and Labor Day marches were simply fed up and they came together to say so. They came to make it known to Mr. Reagan that he was wrong in thinking that trade union leaders were "out of step" with their members. On Solidarity Day, almost 500,000 marched "in step" to demonstrate that they support the labor movement's philosophy of a better life (on or off the job) for all Americans, not only the rich, and of opposing Reagan's inhumane economic programs.

Commitment to the Movement

But, both marches were much more than protests. You had to have been there to really sense that strong feeling of brotherhood among the varied workers and unionists. There was a feeling of enthusiasm—enthusiasm for the labor movement and its commitment to social issues. And, there was that strength and pride that comes from being part of a movement that seeks to better the lives of all American working people.

They were all excited to return home to work toward the common resistance to the attacks that had been made on September 19. The organizing wing of the American labor movement had been impressed by the gains made by Douglass's office and technical workers under OTEU representation, even after the British Columbia Labor Relations Board (BCLRB) ruling granting certifica-

OPEIU Celebrates Labor Day

In a salute to the labor movement and its centenary, nearly 200,000 trade union members marched up Fifth Avenue in New York City's first Labor Day Parade in 13 years. Pictured here OPEIU International President John Kelly and AFL-CIO President Lane Kirkland applaud New York City's Labor Day marchers as they pass the reviewing stands.

OTEU Organizes Supervisors; Faces Company Resistance

Another first was achieved by the Office and Technical Employees Union (OTEU) Local 378 in Vancouver, British Columbia, when they organized the first foremen and supervisors to become unionized at Dominion Glass in the face of strong management resistance. The election victory was reported by OTEU President Ross U.S. Bureau of Labor Statistics

Pictured here is the annual report of the U.S. Bureau of Labor Statistics for the year 1981. The report includes detailed statistical data on the economy, including employment, wages, and prices. It also includes a section on the labor movement, highlighting the activities and achievements of OPEIU and other unions. The report is a valuable resource for understanding the state of the U.S. economy and the role played by the labor movement in shaping it.