



WHITE COLLAR

Office and Professional Employees International Union, AFL-CIO and CLC

No. 418

January-February-March 1986



Local 57 convenes in Montreal

Local 57 in Montreal, Quebec, held a highly successful convention October 26 and 27, at the Holiday Inn, Montreal. As the reader can see from the photos, it was well attended.

Support a striker

A highlight of the meetings was the vote to "Support a Striker" campaign. Local 57 delegates voted to contribute to the OPEIU strike against Caisse Populaire. The entire campaign brought in \$85,000 from labor organizations in Quebec and OPEIU local unions throughout Canada and the U.S., helping the Caisse Populaire workers win their struggle (see related story on this page).

In addition, they voted to strengthen the entire Local 57 strike fund, raising contributions from \$1.50 to \$2.50 in the first year and to \$3.00 the following year.

(Continued on page 5)



Local 57 President Maurice Laplante addresses delegates. To his right are Secretary General Michel Rousseau and Vice President Carole Sigouin.

Caisse Populaire strikers win struggle

OPEIU Local 57 members at Caisse Populaire have settled their lengthy strike and signed all of the new contracts at the 26 locations struck. Those 400 employees send their deep appreciation to all of the OPEIU members and local unions who supported them financially through the "Support a Striker" campaign and emotionally.

(Continued on page 7)



Two OPEIU Local 57 members and Caisse Populaire strikers appear above at St. Hubert, Quebec. The sign on the left reads "Aren't the employees partly responsible for the profits realized?" Shortly after this photo was taken OPEIU won a contract settlement.

S-T Roméo Corbeil retires; EB elects Gilles Beauregard

OPEIU sadly reports that our most competent International Secretary-Treasurer Romeo Corbeil will retire in April 1986. Although Corbeil only became Secretary-Treasurer in May 1983, he came to that office with a long history of OPEIU activism and leadership. And, in his short time in office he made vast improvements in the functioning of that position and the International's Washington office.

Prior to assuming the Union's second highest position, his contributions to the members and his achievements span many years.

In 1956 he was hired by OPEIU as an organizer. Corbeil immediately began to organize new units in

(Continued on page 4)



Gilles Beauregard

The good news is that the OPEIU executive board elected Gilles Beauregard to replace Corbeil in the post of International Secretary-Treasurer until elections at the June Convention. The executive board election took place at the January 1986 board meeting. Beauregard will begin his term on May 1, 1986.

Beauregard, too, comes to the office after a long and fruitful history with OPEIU and the labor movement. He first became an OPEIU Local 57 member in 1958 while an employee of the Quebec Natural Gas Corporation, a unit of 450 employees. He eventually became the unit's chief steward and then in 1959 its president.

(Continued on page 5)



Roméo Corbeil

OPEIU represents members at AFL-CIO Convention

OPEIU International President John Kelly addresses the delegates of the AFL-CIO Convention.



OPEIU delegates to the AFL-CIO Metal Trades Department Convention were (left-to-right) International President John Kelly, Local 306 President Pam Gay (Amarillo, Texas), International Secretary-Treasurer Romeo Corbeil, and Local 106 President Paul Bruno (Groton, Connecticut). Gay was only the second woman delegate in the entire history of the MTD Conventions. The first was OPEIU's Gwen Newton.



WHITE COLLAR

Official Organ of
OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION
affiliated with the AFL-CIO, CLC

JOHN KELLY
President

ROMEO CORBEIL
Secretary-Treasurer

POSTMASTERS, ATTENTION — Change of address Form 3579 should be addressed to: Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20006. (202) 393-4464.

GWEN WELLS
Managing Editor



PRINTED IN U.S.A.

Published quarterly by Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20006. Second class postage paid at Washington, D.C. (ISSN 0043-4876)
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Subscription Price \$1 a Year

Work and Health
by Press Associates, Inc.

New Light On Alzheimer's Disease

by Phillip L. Polakoff, M.D.

Director, Western Institute
for Occupational/
Environmental Sciences

Alzheimer's disease afflicts more than 10 percent of Americans over the age of 65 and is the leading cause of senility. There is no known cure. Eventually, most of its victims must be sent to nursing homes for specialized care.

One of the main characteristics of Alzheimer's is the loss of brain cells or the death of neurons. The brain has to function with fewer and fewer connections. There is a gradual waning of the ability for abstract thinking, including the ability to perform simple calculations, solve everyday problems, and exercise judgment. Forgetfulness involving recent memory is perhaps the first sign of the onset of a progressively noticeable confused state.

Now, researchers at the University of California, Irvine, have come up with a glimmer of hope. Studies of brain tissue from deceased victims of Alzheimer's show growth of neural cells in an apparent attempt to rebuild vital connections lost during the course of the disease. In other words, the brain appears to be fighting back.

The research is believed to be the first to show this regrowth of brain circuitry in the cells of Alzheimer's patients. The studies, reported in the Dec. 6 issue of "Science" magazine, have been funded by grants from the National Institute on Aging and the National Institute of Mental Health.

The researchers emphasize that much more work needs to be done to understand the functional significance of the recent findings.

However, as Dr. Carl Cotman, UCI professor of psychology and the principal investigator, commented:

"We believe the brain attempts to maintain stable function in the face of cell loss. It (the brain) may have its own natural repair mechanism. The system appears to know or minimize this cell loss by using remaining cells to sprout new connections."

Until now, it had been thought that the neurological damage caused by Alzheimer's continued unchecked, leading to severe mental deterioration and behavioral problems. Now, the UCI investigators believe they have discovered a compensatory growth reaction triggered by the loss of nerve cells. This process, called axon sprouting or reactive synapse formation, has been studied previously in laboratory animals. In the recent paper, researchers reported parallel regrowth effects in both laboratory animals and humans.

Axons are the nerve fibers responsible for transmitting signals throughout the nervous system. In axon sprouting, remaining healthy neural cells grow new connections to replace those that have been lost, thereby rebuilding brain circuitry.

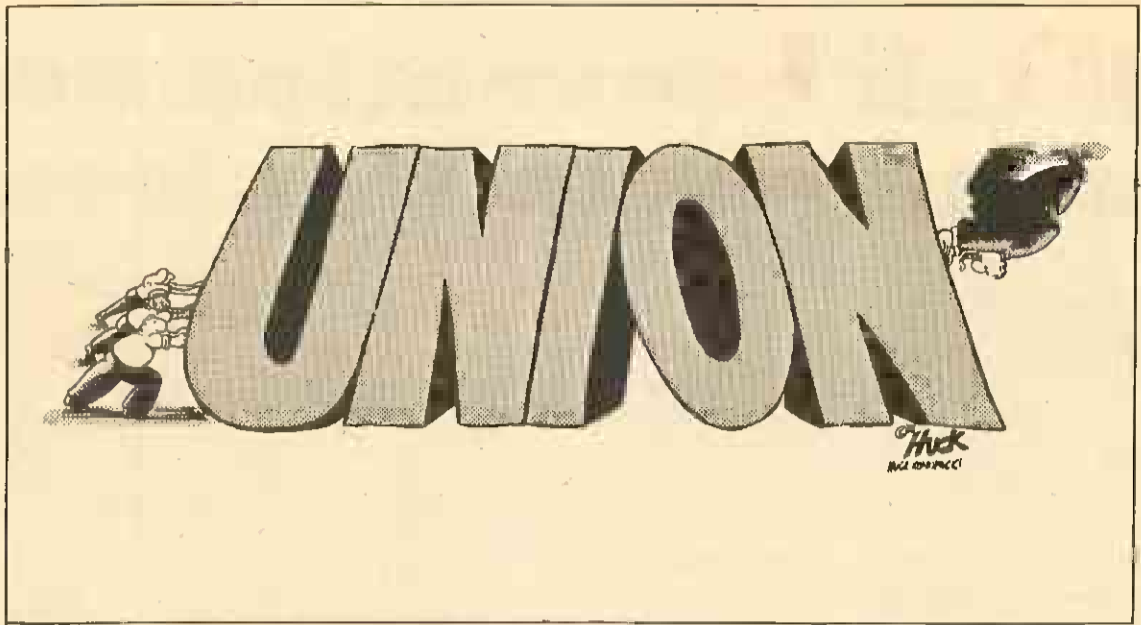
In spite of its efforts, however, the brain ultimately fails in its battle to repair the damage caused by Alzheimer's disease.

The "glimmer of hope" held out by the recent findings in California is that it may lead to better understanding of what controls axon sprouting. With that knowledge, scientists might be able to develop a therapeutic approach to enhance continued nerve growth and help to maintain brain function.

Dr. Cotman is best known for pioneering research demonstrating that the brain makes its own self-repair chemicals after injury. This phenomenal ability of the brain may one day lead to treatments or cures for people with spinal cord and brain injuries.

He is the director of UCI's component of a federally funded research program called the Alzheimer's Disease Research Center Consortium of Southern California. This is a part of a nationwide effort aimed at finding a cure for the debilitating condition.

If you have any questions, or suggestions for future articles, write to me at WIOES, 2520 Milvia, Berkeley, CA 94704.



Washington Window

Plant Shutdowns and Workers' Rights

by Associated Press

In an important action which won only a single mention in the nation's daily flow of news, the House of Representatives rejected on a 208-203 vote a bill to require employers to give 90 days' notice before closing a plant or laying off a large number of workers. Fifty-four Democrats joined 154 Republicans in killing the measure.

There was rejoicing by the U.S. Chamber of Commerce, the National Association of Manufacturers and other business groups which had unleashed their legions of lobbyists against the bill. It was in fact a very modest version of stronger plant closing legislation which had stalled in committee in previous years.

There was sorrow and anger among the labor, religious and community groups which have been pressing for the past 12 years for a national response to the epidemic of shutdowns, from basic industry to high tech. Between 1979 and 1984, about 11.5 million workers were displaced by shutdowns, relocations and mass layoffs in every region of the nation, according to the Bureau of Labor Statistics. The vast majority received little or no advance notice, much less any opportunity for consultation to seek an alternative.

Despite "recovery," economists say the worker displacement will continue due to capital flight, imports and new technology. Only a small proportion of shutdowns are the result of a company's financial insolvency, studies have shown.

Unlike previous legislation, the defeated HR 1615—the Labor-Management Notification and Consultation Act of 1985—said nothing about severance pay, transfer rights, health insurance continuation, or retraining. Nor would it, like past bills, have required companies shifting work to low-wage areas in the U.S. or abroad to make up some of the tax losses to the community or to the U.S. Treasury. Previous bills' requirement of a year's notice had been shortened to three months to make it more palatable to business interests.

The week before the vote on HR 1616, the House watered it down even more by voting 215-193 to remove its requirement that employers consult with unions or other worker representatives to explore alternatives to a shutdown or mass layoff.

"This was a simple, very tame—but oh so humane—bill, which the anti-labor, anti-people, profits-first mood of Congress rejected," the Auto Workers' "Washington Report" commented.

Viewed as a basic element of corporate responsibility and decency by labor and its allies, HR 1616 was seen by the captains of industry as a

potentially dangerous intrusion on "management prerogatives." In the past, U.S. business fought child labor laws, the minimum wage, the right to organize, and health and safety codes with the same arguments for unrestrained free enterprise.

Those who serve workers and communities victimized by plant closings view the issue differently. The U.S. Catholic Bishops, in their recent pastoral letter on Catholic Social Teaching and the U.S. Economy, said those affected by economic decisions have a right to a voice in those decisions. Said the bishops:

"The capital at the disposal of management represents to a significant degree the investment of the labor of those who have toiled in the company over the years . . . it is patently unjust to deny these workers any role in shaping the outcome of such difficult choices as decisions to close or move a plant. At a minimum, workers have a right to be informed in advance, to negotiate with management about possible alternatives, and to fair compensation and assistance with retraining and relocation expenses."

Johns Hopkins University sociologist Harvey Brenner, in his landmark study of the effects of unemployment on physical and mental health, found that among those left jobless by the sudden closing of a plant, the suicide rate is 30 times higher than that of the population as a whole.

Studies also have shown that adequate advance notification of a shutdown not only lessens the shock, pain and disruption, but also saves tax dollars by lowering the level of the resulting unemployment. When the workers and communities are given time to prepare, the chances of finding jobs and creating job opportunities are much improved.

The business argument that the plant closing bill would put U.S. firms at a competitive disadvantage is belied by the fact that almost every industrial democracy with which the U.S. trades has plant closing restrictions much stronger than H.R. 1616.

These nations' plant closing and worker dislocation policies are among the things that will be reviewed by the task force named by Labor Secretary William Brock. The 21-member Task Force on Economic Adjustment and Worker Dislocation, which includes representatives of business, labor, government and academia, began its work in mid-December and is expected to make its recommendations by December 1986.

With Congress, for the time being having abdicated its responsibility in this vital area of concern, the task force's progress will be closely watched.

**OPEIU supports
the UFW grape and
Shell oil boycotts**

Bank convention draws record numbers in Montreal

One hundred and thirty-nine delegates from 116 bank branches and 19 departments at the head office, participated in their 7th annual convention held in Montreal. Delegates working for the Montreal City District Bank came from cities as far as 150 miles from Montreal to participate in this important gathering.

The 1,100 member local has set its goals for the 1986 negotiations and the slogan is:

"Let's work together to hit our target as close as possible to the center."



Each member was consulted through the summer and an analysis of their contract suggestions was made and discussed at the convention for recommendation at the next general membership meeting.

Resolutions pertaining to organizing and support for the Caisses Populaires strike were adopted. A contribution of \$1,434.00 was made to the strikers.

Michel Rousseau, Vice President of the OPEIU, made his annual report to the convention and received a standing ovation.

Officers were reelected for a period of two years.

These are: President Yvon C. Rivard; Vice President Mlle. Claude Grenier; Secretary-Treasurer Jean Paquet; Corresponding Secretary Suzanne Van Uytfaeck; Directors Guy D. Lalonde, Jacques Couturier, Nicole Hahnemann, Lise Goyer and Monique lafrance; District Officers David Pinto, Sylvie Desrochers, Lucien Chenevert, Marcel Durand, Jean Hinse, Denis Laforest, Paul Bourbonnais, Richard Cartier, Ginette Bourgon, Ginette Brisson, Daniel Larose and Marye-Lynne Picard; Trustees Lydia Marabini, Sylvie Santerre and Linda Santerre.



Pictured left-to-right are OPEIU International Vice President Michel Rousseau, Local 434 President Yvon C. Rivard, Vice President Claude Grenier and Corresponding Secretary Suzanne Van Uytfaeck.

Corbeil (Continued from page 1)

Quebec with particular emphasis upon Montreal Local 57. The Local at that time only had 100 members.

By the end of 1958 the Local had grown, expanding fourfold. Within 10 years after Corbeil had joined the staff, Local 57 had become a large, substantial union with more than 1,700 members and five full-time representatives.

Under Corbeil's direction, the Montreal membership continued to grow. By late 1974 Local 57 had passed the 3,000-member mark, standing as the second-largest OPEIU union in Canada and sixth in the entire International Union.

Romeo Corbeil was named regional director for eastern Canada in 1969 and became an International Vice President at the 1971 Convention. In 1974 in addition to his executive board position, Corbeil was chosen as Canadian director for the International Union.

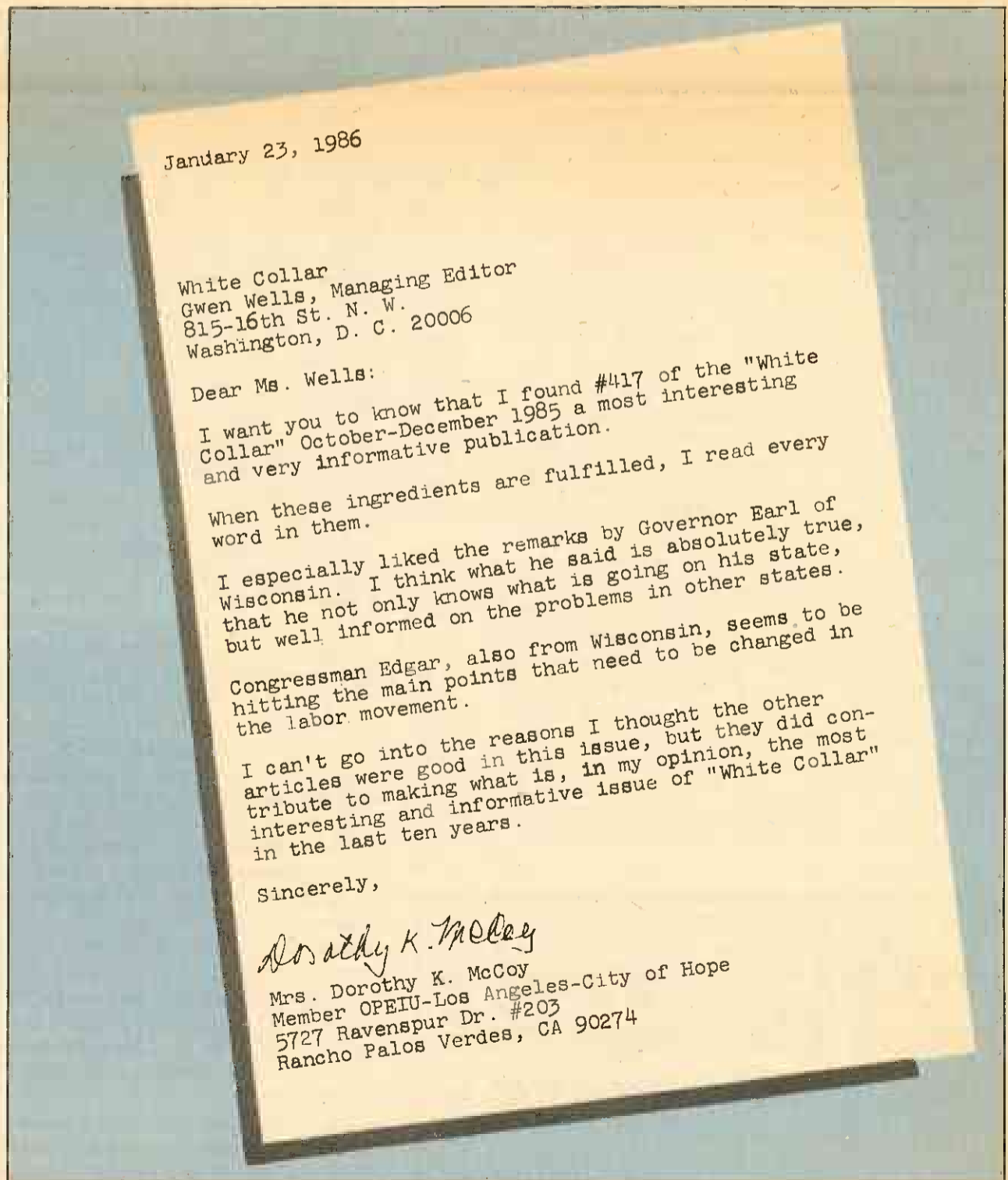
One of Corbeil's major campaigns was a drive to enroll the bank clericals at the Montreal City and District Savings Bank (La Banque d'Épargne de la Cité et du district de Montreal) in late 1966. Clerks signed membership cards by the hundreds, and in 1967 the unit at the main headquarters and 57 branches was certified. Due to their OPEIU membership and Corbeil's leadership, the bank workers—formerly among the lowest paid—became the best-paid and most-protected in Canada. This successful new unit was separately chartered as Montreal Local 434.

Once appointed Canadian director, Corbeil turned his attention to organizing throughout Canada. In 1971 Canadian membership stood at 12,530 members. Today, because of the energy, vitality, and leadership abilities of Romeo Corbeil, it stands at more than 25,000.

These same qualities were brought by Corbeil to the office of Secretary—Treasurer, which he streamlined and computerized, making it more efficient and responsive to the union membership.

Romeo Corbeil will always have a special place in the union—not only because of his administrative and political acumen—but because of his heart, his love and concern for the members of OPEIU.

All of the members, officers and staff wish him a healthy and happy retirement.



January 23, 1986

White Collar
Gwen Wells, Managing Editor
815-16th St. N. W.
Washington, D. C. 20006

Dear Ms. Wells:

I want you to know that I found #417 of the "White Collar" October-December 1985 a most interesting and very informative publication.

When these ingredients are fulfilled, I read every word in them.

I especially liked the remarks by Governor Earl of Wisconsin. I think what he said is absolutely true, that he not only knows what is going on his state, but well informed on the problems in other states.

Congressman Edgar, also from Wisconsin, seems to be hitting the main points that need to be changed in the labor movement.

I can't go into the reasons I thought the other articles were good in this issue, but they did contribute to making what is, in my opinion, the most interesting and informative issue of "White Collar" in the last ten years.

Sincerely,

Dorothy K. McCoy

Mrs. Dorothy K. McCoy
Member OPEIU-Los Angeles-City of Hope
5727 Ravenspur Dr. #203
Rancho Palos Verdes, CA 90274

TVA locals thank contributors

The three OPEIU local unions 52, 119, and 268, representing membership at the Tennessee Valley Authority, send their thanks to VOTE (Voice of the Electorate) contributors and to the many OPEIU members who signed the petition to save jobs at TVA.

Vice President Jim Bloodworth, reports that the petitions presented to Senators Jim Sasser and Albert Gore, Jr. (both D-TN) and the Tennessee Valley delegation helped focus attention to the economic impact of Reagan's proposed slashing of the TVA-appropriated budget.

Even beyond the loss of jobs the cuts would have crippled regional economic development programs, national fertilizer development programs and environmental and recreational programs.

The vast majority of the proposed cuts were restored.

It should be noted that TVA's power operations pays millions of dollars into the federal treasury.

Bloodworth credits the OPEIU's active VOTE political action committee with contributing greatly to the successful rebuff of the budget cuts. The fact that TVA employees cannot have check-off for their VOTE contributions means that the membership at TVA must send their voluntary contributions to:

OPEIU/VOTE

517 Union Avenue, Suite 216
Knoxville, TN 37902

Bloodworth notes that your help may be needed again—now that the Reagan Administration openly says it wants to sell TVA!!!



OPEIU International President John Kelly (first on the left) travelled to Tennessee to present petitions for the restoration of jobs at the Tennessee Valley Authority to Senator Jim Sasser (center) with members of Locals 52, 119, and 268.

Beauregard (Continued from page 1)

In May 1969 he was appointed business representative of Local 57 in Montreal. Following the formation of the Eastern Canada Council in 1965, he became its regional representative until 1974.

During this 12-year period he was involved in organizing campaigns, such as Blue Cross and the Construction Parity Committee of the Montreal region. The Committee afterwards became a provincial organization, and OPEIU was successful in gaining provincial recognition and winning an election against a rival union for the now more than 500 employees.

He was also involved in various organizing campaigns in the paper industry and public sector, such as municipal employees, boards of education and hospitals.

In 1974 Beauregard was appointed international representative for the Province of Ontario, operating out of Toronto. In 1975 with the support of the Ontario local unions, he formed the Central Ontario Council and became its coordinator. In February 1978 he was appointed regional director for Ontario. And, in June 1980 he was elected International Vice President in a newly created Canadian vice presidential post.

All members, officers and staff welcome Beauregard to his new position and look forward to working with him.



Local 57 convenes in Montreal (Continued from page 1)

Dues were also increased to a maximum of \$35 monthly in 1986 and \$45 per month in 1987, based on 1.3 percent of salary.

Constitutional meetings had taken place annually. But, delegates voted to meet in the future every two years.

Educational program

Another special event of the convention was an educational program. The theme—"Should we become more politically involved?"—was designed to increase the political consciousness of the members and to activate them to defend themselves and other workers and their families through legislation affecting them.

Oberlin College members oppose apartheid

Members of Local 502 at Oberlin College voted overwhelmingly in favor of a resolution advocating divestment of Oberlin College's holdings in companies doing business in South Africa. One much similar to that submitted by OPEIU to the AFL-CIO and its departmental conventions.

OCOPE is the local representing the college's approximately 200 clerical and technical workers.

Present at the OCOPE meeting were representatives from the Student Coalition Against Apartheid and Abusus, the organization of Black students at Oberlin College. They provided information about the college's investments in South Africa-related businesses and some of the economic realities of the South African apartheid system.

The following is a portion of the resolution passed by Local 502:

Oberlin College Office and Professional Employees (OCOPE) feels compelled by the recent escalation of violence against the black majority of South Africa to speak out on the issue of divestment at Oberlin College. Since it is increasingly evident that neither shareholder resolutions nor adherence to the Sullivan Principles constitute and adequate response to the horrors of the apartheid system, we ask that the Board of Trustees change its course regarding this issue.

WHEREAS: Oberlin College has taken a leading role on important social issues, particularly with regard to racism and human rights.

The apartheid system of South Africa is an abhorrent social, political and economic repression of the black majority of South Africa. It has been condemned by the international community and is of growing concern in the United States.

RESOLVED: Oberlin College Office and Professional Employees recommends that the Board of Trustees adopt a phased, socially responsible and fiscally sound program to divest Oberlin College of its holdings in for-profit corporations that do business in South Africa and report to OCOPE each year which holdings have been divested in accordance with this recommendation and the social and fiscal reasons why it has retained holdings in such other corporations that do business in South Africa.

OPEIU UNION through-

Local 12's Markusen retires

H. R. Markusen retired December 31, 1985, after more than eighteen years as Business Manager of Local 12 in Minneapolis, Minnesota. He also served as an International Vice President many years.

The executive board of Local 12 hosted a retirement reception for Markusen on November 7 at which OPEIU President John Kelly delivered a tribute to Markusen's many years of dedicated service to the OPEIU and labor. OPEIU Vice President Bill Adams also attended the reception, along with many Local 12 members, company representatives and Twin City labor leaders. (A more detailed bio on Markusen will appear in an upcoming *White Collar*.)



Harvey Markusen

Local 15's "Bert" Mitchell Retires

Herbert "Bert" Mitchell was honored at a retirement dinner held on November 16 in Vancouver, B.C. Staff, councillors, stewards, executive board members and friends gathered to wish him well in his retirement. Mitchell has served his bargaining units with utmost dedication bringing better wages and working conditions to many members of Local 15. All of OPEIU wishes him well.



Herbert Mitchell



Local 52 honors Elliott

Pictured here is Geneva Elliott, displaying her award from Local 52 for her outstanding service as a job steward at the Power Service Shops, Tennessee Valley Authority, in Muscle Shoals, Alabama.

According to Local 52 Business Representative Howard Tuberville, "Elliott has transferred out of 52 jurisdiction to another OPEIU local. We hate to lose her, but we wish her the best of luck in her new job."

Labour College graduates OPEIU members

Three OPEIU members graduated in Ottawa from an intensive eight-week residential program offered by the CLC-sponsored Labour College of Canada. The students' expenses were covered by a bursary (scholarship) from either the College or the Saskatchewan Federation of Labour. All graduated with honours



Pictured here left-to-right are the OPEIU graduates: David Maki, Secretary-Treasurer of the Saskatchewan Federation of Labour; Cheryl Barber of Local 397 (Regina, Saskatchewan); Larry Kopechanski of Local 386 (Thunder Bay, Ontario); and Donald Talarico of Local 219 (Marathon, Ontario).



Local 459 celebrates the holiday season

Local 459 hosted a holiday party on November 30, 1985, in Lansing, Michigan. Eighty-eight (88) members and guests enjoyed dinner, music and dancing. The music was provided by a disc jockey who played separate sets of 50's, 60's and 70's music.

Members attended from a variety of Local 459's bargaining units including Community Mental Health, Michigan AFL-CIO, Council 25 AFSCME, TIC, American Red Cross and Lansing Automakers' Federal Credit Union.

Everyone had a splendid time, according to Local 459 Representative Joseph Marutiak.

Imports: Bargains for Sellers

So foreign-made goods give the U.S. consumer a chance to buy goods for less? That's what we're often told. American businesses just "can't afford" American labor, because it's too expensive. Have to sell those goods competitively, right?

Several recent investigations by the Clothing and Textile Workers and others show that the savings from paying slave wages overseas go into the pockets of the merchants—not the American public.

Take the case of four dress shirts. One made in the U.S., the others made in Taiwan, Guyana and Colombia, respectively. Price difference on the U.S. store shelf? Zero. They all were offered at \$18.00 each.

In another example, a U.S.-made dress shirt retailed for \$13.00 here sold wholesale for \$6.50. The same shirt made in Korea cost \$4.25 wholesale here, and sold retail for—you guessed it—\$13.00.

Next time the "free traders" tell you the loss of 300,000 textile and apparel jobs in the U.S. since 1980 is worth it, because the remaining Americans who work can buy goods cheaper—give them the raspberry. Unless imports are controlled, the AFL-CIO says we'll lose another 2 million more jobs in the next five years.

out Canada and US

Local 404 Manfred Lewis Retires

After serving 22 years as an officer of OPEIU Local 404, Chalk River, Ontario, Manfred Lewis has retired. Lewis has played an important role in his local, serving many years as either President, Vice President or member of the negotiating committee.

OPEIU Secretary-Treasurer Roméo Corbeil in a letter to the local treasurer said, "I have always appreciated his dedication to the cause of its members. Having served on two contract arbitration cases for your Local, I had the opportunity to see him in action and realize his knowledge of Local 404's collective agreement and his devotion to the membership."

The OPEIU wishes him a good retirement.

Local 15 mourns Hallock

Sister Josephine Hallock, member of Local 15 passed away July 12, 1985. Hallock never missed an opportunity, be it at the Canadian Labour Congress, the B.C. Federation of Labour or the Vancouver and District Labour Councils, to bring to the attention of the delegates the importance of the union label.

Dedicated to the promotion of the Union Label Trades Council and the labour movement, Josephine was known to all as "Mrs. Union Label." She will live on in our hearts and minds and the annals of British Columbia's labour history," said Local 15 Secretary-Treasurer Opal Skilling.

Local 376 mourns Way

"It is my sad duty to inform you of the passing of past President Christine Way, who died in her sleep of a heart attack shortly before Christmas. She had worked as the bookkeeper for Sheet Metal Workers Local 40 in Hartford for many years and was a credit to her profession as well as to our local," writes Local 376 Secretary Aleta Looker.

Way was president of the Hartford, CT local for a number of years and only did not run the last term because of her failing health. She will be greatly missed by the members of Local 376.

Oops! our error

We inadvertently omitted the name of OPEIU's International Vice President James Bloodworth from the Seasons Greetings to all members, staff and officers. We apologize to Vice President Bloodworth who joins with the Executive Board in wishing the members Holiday Greetings.

Caisse Populaire (Continued from page 1)

It is reported that these united members won the major goals for which they struck. Just a few of the contract highlights include:

- improved maternity leave with pay;
- nine to 15 months of job protection in cases of technological change;
- strengthened seniority provisions;
- proportional coverage of all benefits for part-time employees;
- lump sum payments of 5 to 6 percent in the first contract year, and general salary increases of 5 and 4 percent in the 2nd and 3rd years of the agreement; as well as automatic progression increases of 2.5 percent annually for those not at maximum salary; and
- parity for those Caisse Populaire employees who were negotiating their first OPEIU agreement with all other Caisse Populaire workers.

Without solidarity among these members as well as that which brought support from the many other OPEIU locals in Canada and the U.S. this victory could not have been achieved. Local 57 is to be congratulated.

Honor Roll

The following members, officers and staff contributed \$100 or more annually to Voice of the Electorate—the union's political action fund—as of October 1985 (many more contribute less):

Members

Enrique Abell
Anwar Alam
Walter C. Allen, Jr.
Jeff Barbernell
J. D. Bedford
Ken Bertin
Dave Blaisdell
Matt J. Blumert
Bill Boyle
Gerald Brown
Hank Brown
C. Burkitt
Louise Butts
Molly Carlberg
Joshua Chalom
Stan Chapman
Dave Cohen
Arthur Coles
Roger Collins
Mary L. Craig
Victor Cruz
Jayne Cunitz
Dalton Daves
Phyllis Day
Robert Day
Gerald Dente
Elmer Dubuque
Emmett C. Etheredge
Elmo T. Evans
Jeanne P. Farmer
Charles Ferguson
Floris Fuchs
Leonard Furer
Samuel Furer
David Geneser
Larry Geneser
Nathaniel Golden
Dayton Griffith, Jr.
Richard Hancock
Elaine Harden
A. C. Helms
Anthony Hinrichs
Jack Horner
James Horton
A. Huskinson
Richard Jennings
James Johnston
John E. Kachalla
David Klar
Basil Lampert
Sam Latimer
William A. Lowe
Joseph Manone
Jack Martin
Justilian Martin
Norma Martin
Robert McKenzie
Cameron Meeker
Lorraine L. Merli

J. Miechowicz
Judy Moore
Gaylord D. Morris
Bruce Patton
Dave Pecquet
Doris Pentz
Donna Peterson
Manuel Ramirez
Bernard Rapoport
Norine Rembowski
Norman Richman
Don Robertson
Steve Robertson
Paul Rudberg
Jenny Sample
Peter Schuster
Fred Silverman
Stephen Slate
Darlene Sobieck
James Solomon
Thomas Spitzig
Donald Spohn, II
Larry Stone
Donald Sullivan
Jon Swan
Lois Swanstrom
James Tharp
Robert Twietmeyer
Robert Umberger
Vincent Wan
Louis Warwick
Nancy K. West
Barbara Wilcockson
Kevin Winn
Pamela Winn
Robert Winn
Executive Board, OPEIU
Local No. 33
Executive Board, OPEIU
Local No. 35
Executive Board, OPEIU
Local No. 39

Local union employees

Ennies Berke
Maureen Bo
John Brady
George A. Davis
John Dunn
Charles A. Florey
Paul Greenspan
Thomas P. Havriluk
John Hazel
John Heffernan
Benjamin C. Hobbs
Patricia Hoffman

Gene Holt
Melvin Koenig
Richard Lanigan
Jo Anne Lawrence
Ralph Limmer
Elias Mantalvo
Joseph L. McGee
Daniel J. McShain
Lance A. Meier
William Miller
Kathleen K. Moore
Theresa Nylin
Michael L. Richards
Wayne Shelton
Kirk D. Stanford
John A. Swadner
Michael Thompson
Patrick J. Tully
Donald Wright

International officers and staff

Billie D. Adams
Dale Badoud
James Bloodworth
Jesse Bridgewater
Kathy Burton
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Romeo Corbeil
William Cox
John H. Finn
Michael Goodwin
Gerald Iushewitz
Patricia Jeney
John Kelly
Kathleen Kinnick
Bill Kirby
Gary Kirkland
Jack Langford
Joseph Langis
James E. Mahoney
H. R. Markusen
Jeff Mockler
J. B. Moss
Dee Musgrove
Gwen Newton
Marie T. Nickell
Faye H. Orr
George V. Porcaro, Jr.
Mark Reader
L. J. Sheridan
Anthony Viren
Michael Walker
Richard Weaver
Gwen Wells



Meeting the challenges

by John Kelly
International President

The ending of a year has always been a time of looking backward at accomplishments and looking forward towards new goals for the coming year.

Contrary to what the media has been predicting—the demise of the labor movement and OPEIU—the year 1985 once again has shown a growth in the membership of the Union.

We have, in spite of tremendous obstacles, which include the NLRB and other federal agencies, continued to grow. For this I want to thank those locals and those members of the international staff who have been involved in organizing. These locals know that while a large number of professional, technical, office and clerical employees are unorganized, there will be a drain on what can be negotiated for our present membership.

The international program of subsidies to locals engaged in meaningful organizational activities has worked. Local 14 in Philadelphia just a few years ago represented a few hundred people but because of its participation in the subsidy program, has grown to over 1,000 people. Local 6 in Boston just a few years ago had only a few hundred people. Now it is close to the 3,000-member mark.

The subsidy program works best where the local union launches a organizing campaign in conjunction with international staff. And, working together, they bring about successful organizing.

Because of the organization, in turn, they are able to be more effective in representing their membership because they are financially able to supply greater services. For example, several of our locals are now able to establish alcohol/substance abuse programs for not only the local union members, but their families as well. As the local grows, they are able to participate in other activities that benefit their membership such as community buying programs and educational programs that were not possible before.

More and more of our locals in 1985 realized the

devastating effect that decisions of the National Labor Relations Board and the courts were having on local union members. They saw long-term decisions of the board, that many thought were written in stone, reversed by the current NLRB and, as a result, are participating in even greater numbers in the international's VOTE program.

We have seen locals that never participated in raising funds for the union's political activities become active participants in the program. They now know that what can be won at the bargaining table can be taken away by the National Labor Relations Board and the courts, and that only through their participation in the voluntary fund raising for political activity can they truly say "We represent our members."

The recently concluded AFL-CIO Convention also belies stories on the demise of the labor movement. It had as its slogan "Meet the Challenge of the Future." It was pointed out by re-elected President Lane Kirkland that this was not the first time we faced a challenge, that our entire history has been one of confronting and surmounting challenges. As one of your delegates to that convention, it was the most vibrant convention I have ever attended. Delegates took part in debates and in charting the course of the AFL-CIO.

Not only was a program of cooperative organizing established in which several international unions, including ours, will target national companies for organizing and will develop cooperative programs to bring about successful organizing. The convention enthusiastically supported the program put together by the Executive Board of the AFL-CIO to launch a bold new program to furnish benefits to our members in ways never before envisioned.

Some of the ideas being discussed are the possibility of benefits that would include consumer services and low-cost insurance that will be offered to members, in addition to their contractually bargained benefits.

A program is being adopted to develop benefits that will be available to members who are no longer in active union membership but had transferred to other non-union jobs or who were waiting to return to union jobs.

I have been appointed to the committee working on these programs and I can assure you it is one that promises to be very exciting. I welcome any suggestions that you may have. My overall impression of the convention was one of dynamism, one that showed the labor movement was ready to once again meet its challenge.

The Canadian Labour Congress has scheduled its convention for the week of April 28, 1986, in Toronto. I can assure you that it, too, will be one that is alive, will not look just to its past, but will also meet the current and future problems of the workers in Canada. I will have more to tell you on that convention upon its completion.

Our OPEIU Convention will be held in Montreal, June 9-13, 1986. It, too, will be one geared to the future of our organization, to making it more responsive to the needs of our membership, to preparing better ways for bringing service to our members and bring the benefits of union membership to the unorganized. We will try something new at this convention. In lieu of a multiplicity of resolution, we are preparing position papers on the equal rights amendment, equal opportunity and affirmative action, and working women which, if adopted, will become the policy of the OPEIU.

This does not preclude any local's right to submit resolutions but it can present a more unified voice to the world. We also have plans to furnish monies for child care to those delegates who will bring children to the convention but that will be covered more fully in the convention call. For now, let's realize that we

have achieved what we have because of the challenges that have been thrust upon us. We will meet these challenges.

OPEIU Local 9 victorious in Ozaukee

Ozaukee County employees voted to be represented by OPEIU Local 9 in an election conducted by the State of Wisconsin. One hundred twenty-seven of the 144 eligible voters chose OPEIU over no representation.

The county workers' victory caps an 11-month organizing drive that started October 10, 1984. The campaign was marked by employer-caused delays and a barrage of letters from the county urging employees not to vote OPEIU.

Members of the victorious organizing committee—Killian Bode, Sr.; Beth Hodorowski; Sandra Budreck; Paul Hames; Jacquelyn Huybers; Mary Forth; Karen Hinrichs; Barbara Schreiner; Nancy Tebeest; Linnea Thistle; Kathryn Bretl; Karen Engel; Mary Mulloy; Tammy Parker; Susan Walker; Doris Scholz; Leo Zahn; Georgia Peiper; Audrey Kartheiser and Margaret Tackes—were all jubilant over their winning struggle for OPEIU representation.

The main issue in the campaign was one of dignity on the job. The employer over the years had taken the position of knowing what is best for its workers rather than letting the workers have some voice in their terms and conditions of employment. During the last days of the campaign the employer promised to open lines of communication with the workers.

One organizing committee member said, "With this vote the county now will have a formal vehicle that can be used to open all lines of communication with the work force—our union!"

"Special thanks must go to Gene Holt of Local 9, Mike Walker, International Representative, and Judy Burnick of Local 35 for a good job keeping the long campaign together that resulted in victory," said Local 9 Business Manager Joe Robison.

"Without the resources and help of the International Union, this election victory might not have been possible."

Convention Call

The Convention Call for the 1986 OPEIU International Convention will be mailed to local unions over the next several weeks. This is only an advance notice that the Convention will take place at the Meridien Hotel in Montreal, Quebec, June 9 to 13, 1986.

Some highlights you might want to mark on your calendars are these:

Saturday, June 7	
2:00 p.m.	Committee Meetings
Sunday, June 8	
1:30 p.m.	Separate Canadian and U.S. Sessions
2:30 p.m.	Educational Conference with workshops on Microtechnology, Union Busting, and the Quality of Worklife
7:30 p.m.	Pre-Convention Reception
Monday, June 9	
9:00 a.m.	Convention Opens

In addition the OPEIU International Executive Board has authorized child care allowances to be used by delegates during convention hours in Montreal. Details on applying for these allowances will be sent to delegates shortly.

U.S. Price Index

U.S. Bureau of Labor Statistics
New Base 1967 = 100

1984	
April	304.1
May	305.4
June	306.2
July	307.5
August	310.3
September	312.1
October	312.2
November	311.9
December	312.2
1985	
January	312.6*
February	313.9
March	315.3
April	316.7
May	317.8
June	318.7
July	319.1
August	319.6
September	320.5
October	321.3
November	322.6
December	323.4

Canadian Index

Statistics Canada
New Base 1981 = 100

1984	
April	121.5
May	121.7
June	122.2
July	122.9
August	122.9
September	123.0
October	123.2
November	124.0
December	124.1
1985	
January	124.6
February	125.4
March	125.7
April	126.2
May	126.5
June	127.2
July	127.6
August	127.8
September	128.0
October	128.4
November	128.9
December	129.5

* The old CPI (U.S.) figures have been replaced with a new series that includes a rental equivalence measure for homeowners' costs.

If you move, send your old and new address, including zip code and social security or social insurance number and Local Union number to: Romeo Corbeil, Sec.-Treas., 815 16th Street, N.W., Suite 606, Washington, D.C. 20006.