



WHITE COLLAR

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

No. 421

October-November-December 1986



Some of the 700 Local 434 members attending the general membership meeting of October 21, 1986, ratifying their new bank contract.

Bank members win more than \$1 million in backpay

Local 434 members ratified a new three-year contract at the Montreal City and District Savings Bank. The contract covers 1,170 OPEIU members. The settlement will increase the average salary by 23% at the end of 1988. And, these members will collect more than \$1 million in backpay, their contract having expired since December 31, 1985, said Yvon C. Rivard, president of Local 434.

But, the settlement was not easily won. Negotiations broke down at one point, and a meeting was called. "The 750 members attending the general membership meeting gave us a strong strike mandate of 92%," stated Michel Rousseau, International Vice-President and Canadian Director.

(Continued on page 10)

Court employees win pay equity

"OPEIU and Local 6 have won a major victory on pay equity and comparable worth with the settlement reached with the Trial Court of the Commonwealth of Massachusetts. Although it isn't as much as we would want, it brings us a long way toward equalizing salaries for OPEIU members," said Local 6 Business Manager James Mahoney.

"Nearly 2,500 state court employees will benefit from this settlement. Over 95 percent are women, many the sole source of income to their households. In terms of justice, equity and financial assistance the importance of this settlement cannot be understated," he continued.

"This settlement represents a major turning point for OPEIU Local 6 members in the fight for comparable worth. Some of these court employees will win amounts exceeding \$6,000 in annual salary, and as much as 40 percent in salary increases will be gained for the contract term."

(Continued on page 10)

Capilano College staff union, CEU, merges with OTEU Local 378

OTEU Local 378 has 130 new members. Capilano College employees who were members of the College Employees Union (CEU), voted 94% in favour of merging with the OTEU Local 378 at a special convention held Saturday, October 18, in North Vancouver, British Columbia.

Local 378 new members include all technical, clerical and maintenance staff at the College. Mick Maguire, President of the College Employees Union told a story that is becoming quite familiar. He told of an employer unwilling to settle grievances and pushing the small union into expensive arbitrations and encouraging individual members to make deals which undermined the collective bargaining agreement. He stated that "because we were small, we weren't taken seriously at the bargaining table." Therefore, the CEU decided to merge because of attacks on them as a small union.

Presentations were made to them from the BC Government Employees Union and OTEU Local 378 President Ann Harvey. "Our CEU members were overwhelmingly impressed by the presentations by Ann Harvey" Maguire states.

He said CEU members were pleased with the professionalism of Servicing Reps Scott Watson and Garry Gatley and OTEU Union Organizer Terry Hanley who attended the presentation with Harvey.

"The work Terry Hanley is doing for the OTEU as a union organizer is excellent," Maguire said. "She's very professional. The merger required that our CEU members develop a new understanding of how the union will function in the future and Terry helped us over those hurdles."

Hanley, a union organizer for the past eight years with groups such as the International Ladies' Gar-

(Continued on page 10)

WANTED

\$25 REWARD

SEE PAGE 2 FOR DETAILS

OTEU goes to the races— Track employees win a union

OTEU Local 378 will have over 300 new members at the Exhibition Park Race Track thanks to the efforts of Union Organizer Terry Hanley. The race track employees—computer terminal operators, cashiers, ambulance drivers, nurses, parking attendants, maintenance, watchmen, and security staff (just to name a few)—voted June 19, 1986, to join OTEU Local 378 in British Columbia.

The race track employees were formerly represented by an in-house union, the West Coast Race Track Employees' Association, which had been in existence for approximately six years. During that time a number of different unions approached them as did the OTEU, suggesting a merger. But it wasn't until Local 378 made a commitment to put an organizer on full time that we were able to win this group.

Hanley, who was hired by the OTEU in February this year as a temporary organizer, contacted the executive of the West Coast Race Track Employees' Association and visited the workplace evenings before

and after shifts, leafleted and talked to the people about joining the OTEU.

John Matthews, president of the West Coast Race Track Employees' Association, was instrumental in spearheading the change. "As an in-house union we had to handle our own grievances, hire lawyers, but could never be far enough removed from the employer to establish a proper relationship. For six years we had been running the association on a volunteer basis, which include all of the clerical work, and we could see that we could not continue and protect our collective agreement without outside help," says Matthews.

In May, Hanley, along with OTEU Local 378 President, Anne Harvey, attended a West Coast Race Track Employees' Association Executive Meeting and secured unanimous endorsement of the OTEU. Finally, a membership meeting was held and the vote was almost three to one in favour of the OTEU Local 378.

Bank (Continued from page 1)

Negotiations resumed and the employer realized it had no other choice than to issue a new, substantially increased offer. The Local 434 negotiating committee submitted a recommendation to the members to ratify the employer's last offer. That new agreement was ratified by 91% of the members attending the meeting.

Michel Rousseau reported: "It took exactly one year to settle that new contract, the demands having been submitted to the employer October 21, 1985."

The new contract provides 5%, 4% and 4% wage increases in each of 3 years, 1986-87-88, plus increments of 3%, 3% and 4% in order to reach maximum; no lay-offs in case of sub-contracting; 4-month notice before introducing technological change; coverage of part-time employees in all insurance plans including short-time disability (100% of salary for 6 months); 35-hour work week for all employees including blue collars, and paid maternity leave of 17 weeks.

The negotiating committee consisted of Local 434 officers Claude Grenier, Monique Lafrance, Lise Goyer, Jean Paquet, Yvon C. Rivard, Guy D. Lalonde (business representative of Local 434) and Michel Rousseau, International Vice-President and Canadian Director.



The bank negotiations committee (left to right) were Jean Paquet, treasurer; Guy D. Lalonde, business representative; Michel Rousseau, OPEIU Canadian Director; Yvon C. Rivard, president; (Miss) Claude Grenier, vice-president; Monique Lafrance, director; and (not pictured) Lise Goyer, director.

Portland members gain profit-sharing plan

Members of OPEIU Local 11 employed by Consolidated Freightways Corp., recently voted for a profit-sharing plan (see photo), reported Gary Kirkland, Local 11 secretary-treasurer and International Vice President.

"The plan will provide a minimum payment of \$200 per year to each of the 733 members," said Kirkland, "with a maximum of up to 10 percent a year based on the true profits of the company."

Kirkland said the program took almost 14 months to work out during midterm of the labor agreement.

The contract was extended one year and continues to guarantee a promise of no layoffs. Additional step increases were added across the board to all eight labor grades in the bargaining agreement.

The bargaining committee for Local 11 consisted of President Jack Horner, Business Representative Wayne Shelton and Members Joe Elliott, JoAnn Johnson and Mike Lemley, assisting Kirkland.



Court (Continued from page 1)

The journey towards this victory began with a subcommittee of union and management representatives, established as requested by Local 6. The union members gathered detailed statistical data for salary review. Wages of the Massachusetts court employees were compared to their counterparts in the private and other public sectors. The inequities discovered during these investigations resulted in the union contract demands and ultimately the settlement reported here.

"It's been a long journey," Mahoney said, "a hard fought journey, with many detours and occasional roadblocks. But today, I believe, every working man and woman and all those who believe in ending inequities are better for our having embarked on that journey."

Negotiating for Local 6 members were Theresa Kiely, Kay Desimone, Business Agents Jennifer Wexler and Phyllis Day, as well as Mahoney.

Capilano (Continued from page 1)

ment Workers Union and OTEU Local 15 before coming to Local 378 in February this year, says all OTEU members will benefit from the merger. "The membership at Capilano College is committed to trade unionism. We've gained 130 new members—seasoned activists who will be able to contribute to union committees and our elected bodies," she said.

Maguire continued, "Capilano College support staff chose the OTEU because it is a progressive union which represents professional employees and isn't unnecessarily confrontational.

"Also, since the OTEU is a medium-sized union, our members felt they had a better chance of being heard as individuals. The OTEU has gained some very active new members. We don't believe in being spectators when it comes to union activities," Maguire said.

"We're prepared to work long and hard in the labour movement.

"Our demographic grouping features a high percentage of women, especially single mothers so we've always worked toward feminist goals," he said. "We believe people should be paid for work of equal value, not paid on the basis of being one sex or the other."

OTEU President Anne Harvey added, "We're especially pleased to welcome CEU members to our union because they have a large number of people dedicated to furthering the unity of workers. They join a long list of college and university members represented by our union.

"OTEU Local 378 is a union run by members for members with a community perspective. We constantly keep an eye out for what will further members' interests and improve society as a whole."

Capilano College employees join a long list of university and college employees represented by OPEIU.

OPEIU and Ontario labour win protective legislation

Thanks to OPEIU, the labour movement and the support of the New Democratic Party of Ontario, Ontario working people have won legislation guaranteeing binding arbitration to settle first-contract disputes in Ontario. Workers will no longer be forced to endure lengthy, unwarranted strikes forced on them by recalcitrant employers.

The OPEIU strike at Caisse Populaire of Kapuskasing, Ontario was a glaring example of the need for this legislation. Thirty-eight OPEIU Local 523 members, were forced into a strike to win their first

contract as well as the respect and dignity at the workplace it represents.

OPEIU members and representatives appeared before the Ontario Legislative Committee to present the case for legislation. They testified to the employer's attempts to break the union.

These workers, however, remained solidly united and won their fight. "We should be proud of those 38 women," who are the 1986 pioneers of the new labour legislation, said Secretary-Treasurer Gilles Beaugard.



Pictured here are the Caisse Populaire workers—OPEIU members—who won their strike and labour legislation. With them is OPEIU Secretary-Treasurer Gilles Beaugard.

OPEIU's own MasterCard coming

OPEIU members will soon be able to get a "better deal" MasterCard as the first of a new group of union benefits being offered in conjunction with the AFL-CIO's Union Privilege Benefit Programs.

Designed to stretch hard-earned dollars negotiated at the bargaining table, this new cost-saving credit card gives members more buying power in the marketplace. No longer will qualifying union members be forced to pay high annual fees or high rates.

OPEIU members can expect to receive their invitations for the OPEIU MasterCard January-February, 1987.

This special MasterCard offers:

- ✓ No Annual Fee
- ✓ Lower Rate
- ✓ Free Personalized Checks
- ✓ Skip Payment Privileges
- ✓ Free Additional Cards
- ✓ Credit Lines up to \$5,000
- ✓ \$250,000 Free Travel Accident Insurance

The new MasterCard, issued by The Bank of New York, has been designed to help OPEIU members stretch their hard-earned dollars and could save members 30-40 percent a year over other credit cards.

Labor honors Local 2



Pictured here (left-to-right) are John C. Hazel, Local 2 secretary-treasurer; Kathy Moore, staff representative; Margareta Crampton, VIP Director of Maryland State and D.C. AFL-CIO; Andrea Odell, Carpenters; John Redden, National Association of Letter Carriers Health Benefit Plan; Sherrie Redden; Sally Kidwell, COPE Chairperson (AFL-CIO), and Ken Kidwell.

The Metropolitan Washington Council held their Award's Banquet—An Evening with Labor—and presented to OPEIU Local 2, the COPE Award, in recognition of outstanding service and dedication to the labor movement in the field of political education in Virginia for 1985. This distinguishing plaque is on display at the local union office.

That same evening the 1985 AFL-CIO Thomas Bradley Award was presented to OPEIU Local 2 Member Sally Kidwell in recognition of her contributions to the total community services effort of the labor movement in the Washington Metropolitan area.

1987 conferences scheduled . . .

The delegates to the 1986 International Convention passed policy statements in support of paternal leave, child care, employment opportunities, pay equity for all workers, and more—all issues of major concern to American working people and their families. In addition, within these policy statements the delegates called for educational programs on these issues.

The 1987 Regional Education Conferences, therefore, will focus on **The American Family and the Workplace**. We will try to update our officers, staff, and members on these issues; and our priorities will be means of gaining advances in these areas at the bargaining table and in legislation.

Also the **Full-Time Staff Education Conference** will discuss the most effective way to make legislative gains, which will include a session on lobbying. We hope to actually make a foray to Capitol Hill to lobby legislators on a particular issue or issues. And, we expect to be addressed by several U.S. Senators and Representatives.

The conferences are scheduled in some exciting centrally located cities. We hope you will mark the dates and places in your calendar and see us there.

| Conference | Dates | Place |
|---------------------|-----------------|------------------|
| Southwest/Southeast | March 25-28 | Nashville, TN |
| Northwest/West | April 22-25 | Portland, OR |
| Full-Time Staff | May 3-6 | Washington, D.C. |
| Northeast | September 16-19 | Boston, MA |
| North Central | October 14-17 | Chicago, IL |
| Erie | November 11-14 | Cleveland, OH |



Policies must be enacted

by **John Kelly**
International President

Over a year ago in local unions of the OPEIU across Canada, the United States and the Commonwealth of Puerto Rico our members met and designated delegates to attend our 17th International Convention. Many realized the importance of being selected, but others did not fully comprehend what was expected of them.

While the process of delegate selection was taking place the Executive Board of the International was meeting and drafting a program to be submitted to the Convention. The Board's program covered the union's position on jobs, new technology, training, equal opportunity, affirmative action, working women and organizing.

The Board members were also finding ways to improve the strike benefit program, establish a new category of membership, and set up a scholarship fund.

Over 500 delegates convened in Canada and spent the next seven days studying, arguing, and amending the programs that were put before them. They reviewed the new publications that had been prepared by the Research Department dealing with such subjects as *Steward's Manual*, *Secretary-Treasurer's and Trustee's Manual* and the *Strike Manual*. At the end of this seven-day process the Policy Statements and the Resolutions were approved, as well as the manuals.

But, what was accomplished should not end there. The officers and delegates must take these programs back to shop and local meetings. The policy of our union should be discussed with the general membership. Ways and means of implementing that policy on a local level must be developed. It serves no purpose for delegates to take a position on polygraph testing if that policy is not incorporated into our collective bargaining agreements and or we do not seek legislation to protect working people's rights. The same is true of acid rain. For us to oppose unregulated use of coal without working toward federal, state and provincial implementation of that policy serves no purpose. The same is true of our position on equal opportunity, affirmative action, working women and unemployment. By discussing and seeking ways of utilizing these programs we can make local union meetings more interesting.

And, on that subject, I again call your attention to the availability of video tapes that can be shown at local meetings on areas such as:

1. **CRISIS: Health Care Cost Containment Crisis—Maintaining Quality/Containing Cost.**
2. **Changing Situation of Workers and Their Unions.**
3. **Vote Political Checkoff.**
4. **Surgery for the Union!**
5. **From Bedside to Bargaining Table.**
6. **Black Trade Unions in South Africa.**

To obtain these tapes, contact our Research Department at 265 West 14th Street, Suite 610, New York, New York 10011.

Many local unions have fallen into a rut particularly with meetings, thereby discouraging membership attendance. Discussion of OPEIU's policies, showing video tapes and inviting qualified speakers to discuss issues such as alcohol/substance abuse, sexual harassment, health/cardivascular disease and stress go a long way toward stimulating greater interest and greater attendance at union meetings. Let's try in 1987 to make members more involved in their local union meetings.

On behalf of the Staff and Executive Board, I want to wish all of you a Very Happy Holiday Season and a Healthy and Happy 1987.

Season's Greetings



In reflecting back over 1986, OPEIU members in Canada, the United States and Puerto Rico can be proud of our many achievements—in negotiations, organizing the unprotected workers, legislative gains, and aid to other union struggles. Articles within this current issue depict examples of just such achievements.

In 1987 we look forward to even greater progress for all of our members—future, present and retired.

We wish each of these, as well as all OPEIU staff and officers, sincerest season's greetings. Have a bright and prosperous New Year!

President

Secretary-Treasurer

and Vice Presidents:

Billie D. Adams
Janice Best
Carolyn Combs
Michael Goodwin
Anne Harvey

Gerald D. Iushewitz
Kathleen Kinnick
Gary Kirkland
James Mahoney

J. B. Moss
Gwen Newton
Michel Rousseau
L. J. Sheridan
William P. Wittal

U.S. Price Index

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

| | |
|-----------|-------|
| 1985 | |
| 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 |
| 1986 | |
| January | 324.3 |
| February | 323.2 |
| March | 321.4 |
| April | 320.4 |
| May | 321.4 |
| June | 323.0 |
| July | 322.9 |
| August | 323.4 |
| September | 324.9 |
| October | 325.0 |

Canadian Index

Statistics Canada
New Base 1981 = 100

| | |
|-----------|-------|
| 1985 | |
| 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 |
| 1986 | |
| January | 130.1 |
| February | 130.6 |
| March | 130.9 |
| April | 131.1 |
| May | 131.7 |
| June | 131.9 |
| July | 132.9 |
| August | 133.3 |
| September | 133.3 |
| October | 134.0 |

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

CLC Labour Day message: Canada's future at stake



In her Labour Day message, Canadian Labour Congress President Shirley G. E. Carr (the CLC's first woman president) concentrated on the dangers threatening Canada's economic, political, social and cultural sovereignty, and the loss of jobs which would result from a free-trade deal with the United States. Following is the full text of her message:

Canada is fast approaching one of the gravest decisions in its history: whether to open wide its borders for American goods, social and cultural values and give up much of what has made our society unique and worthwhile.

Negotiations on a Canada-U.S. "free trade" pact have already begun. They are being conducted between a country of 250 million people on one side and 25 million on the other. It doesn't take a wizard to predict who'll get the upper hand in this contest.

Canada's future as a sovereign nation is the price all Canadians will have to pay if bilateral free trade with the United States becomes a reality.

In such a deal, hundreds of thousands of Canadians will lose their jobs as American-based multinationals close their gates in Canada and move back home to supply Canada from there. Just by increasing their production runs by 10 percent they can serve the whole Canadian market without their branch plants. Even those not laid off will be forced to grant concessions and wage reductions to hold their jobs.

The effects on Canada's economy and living standards will be devastating. So will the effects on our social programs. Not only will we have to abandon hope for improvements such as better child care, but we'll likely lose the programs we already have—medicare, public pensions, unemployment insurance, family allowances, and many others. The American government sees all these as "unfair" subsidies that wouldn't fit into a free-trade deal.

Free trade will mean making all our policies—political, economic, social or cultural—conform to those of the United States. It will also mean taking the U.S. lead in deregulation and privatization.

In this connection, the Mulroney government is now well on its way to reorganizing our industries to make them more compatible with those of the United States. The transportation industry—airlines, railways, trucking and communications—is being deregulated with little regard to jobs, the safety or the health of Canadians or visitors to this country; in-

dustry has a poor record for protecting the workers and the public.

Over the years, Canadians have built a society in their image—a society that is compassionate, caring and willing to share.

That's the kind of Canada we want to maintain and build in the future—for ourselves, our children and our children's children.

There are many other grave issues which concern us as Canadian trade unionists and which we must continue to address over the coming years. They include continued massive unemployment, women and employment equity, the need for a more secure, more meaningful life for our retired senior citizens, the threat of acid rain, increased protection and respect for the rights of our visible minorities and other disadvantaged groups, and the challenges to workers' collective rights under Canada's Charter of Rights and Freedoms.

But our concerns are not restricted to this country. As trade unionists, our solidarity reaches out to our brothers and sisters in other countries, most of them less fortunate than we who live in a country where democracy, compassion, peace, prosperity and the respect for minorities still prevail.

We cannot and must not sit back while people are persecuted under military dictatorships, in police states and under racist regimes. We cannot and will not sit back while the world is threatened by a nuclear holocaust and while both superpowers continue their mutual threats and arms buildups instead of seeking mutual peace and disarmament, based on national and individual rights.

We shall continue telling the governments of the countries of this world that instead of threats, we want co-operation; instead of arms buildups, we want mutual, balanced arms reductions; instead of the use of force in international disputes, we want negotiated settlements; instead of persecution by governments of their country's citizens, we demand respect for the dignity and human rights of all citizens everywhere. In short, we shall continue insisting on the triumph of human dignity, reason and peace over persecution, chaos and destruction.

All these ambitious tasks require peace, unity and solidarity within our own ranks and within the broad international family of working people.

We shall continue striving towards those goals and ideals.

Everybody Nose
Union Made Xmas

Gifts are
Better



LOOK
FOR
THE
UNION
LABEL

Union Label and Service Trades Department AFL-CIO

Wanted: \$25 Reward

OPEIU is offering a reward to members who serve as bounty hunters. To collect, you must turn in another OPEIU rank-and-file member—a friend.

That is, we want photos (black and white film only) and stories of OPEIU members who are involved in interesting work or interesting hobbies or excel in some way. For example, we know that there are outstanding members out there who serve their communities (as big brothers or sisters, on community boards, in homeless shelters, etc.); who are terrific golfers, tennis players, gardeners; who win awards and trophies for many things; who teach or write in their spare time. Or, there are members who have unique jobs, like animal trainers.

We (as well as you) are interested in reading about such members and seeing photos of them at their jobs, performing their hobbies or other areas of involvement.

If we print the photo and story you submit, you will immediately be sent \$25, as well as receiving credit in *White Collar*.

Happy hunting, bounty hunters.

WHITE COLLAR

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

JOHN KELLY
President

GILLES BEAUREGARD
Secretary-Treasurer

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GWEN WELLS
Managing Editor



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Work and Health
by Press Associates, Inc.

Alcoholism: a family affair

By Dr. Phillip L. Polakoff
Director, Western Institute for
Occupational/Environmental
Services

Alcoholism is more than an individual problem. It's a family affair.

One-third of all Americans, according to a national poll, admit that alcohol has been a cause of trouble in their families.

The alcoholic's symptoms are well-known: excessive drinking, blackouts, morning shakes, confusion, irresponsible behavior at home and in public; delirium and even death in extreme cases.

What's fairly new is the recognition that the wives and husbands, children and parents of alcohol-chemical dependent persons have their own set of symptoms. Unless these family members recognize that they, too, need help and get it, they can carry a burden of guilt, psychosomatic illness, social isolation and sexual problems with them long after the death of an alcoholic parent or the divorce of an alcoholic spouse.

Following are some family patterns, or symptoms, compiled by the Marworth Alcoholism and Chemical Dependency Treatment Centers in Pennsylvania. Other sources of information and support are Al-Anon and Alateen, anonymous fellowships modeled after Alcoholics Anonymous. AA groups are usually in the phone book.

One of the earliest family symptoms is denial. For whatever reason, family members don't accept or confront the negative effects of another person's drug or alcohol use. The abnormal becomes normal to them. They pretend and act as if everything is okay. They'll often say—and truly believe—"It's not that bad."

Preoccupation and fear are common. Family members become totally absorbed in the mood, behavior and activity of the chemically dependent person. The addicted person becomes the main focus of the family. The others may neglect their own responsibilities.

Because of the unpredictable and often erratic behavior of the alcoholic, family life is full of anxiety and dread. No one knows what will happen next. But based on experience, everybody expects trouble.

This leads to tension and irritability. Finally, unable to suppress feelings of anger, shame and worry, family members overreact. They lose their tempers. Raise their voices. Throw things.

Guilt feelings follow. Family members assume responsibility for another's drinking and behavior. They believe that if they can do something better or different—or don't do something—the drinking or chemical use will stop.

Others take over the alcoholic's role and responsibilities, including parenting, financial obligations and household chores. In alcoholic families, older children often take over for one or both parents.

Resentment over these role reversals can persist for years, sometimes even after the alcoholic stops drinking, or dies, or is no longer in the lives of the affected family members.

Sexual relationships suffer along with everything and everybody else. Partners stop sharing feelings—and, very often, bedrooms. Children have no role models on which to form their own healthy sexual relationships.

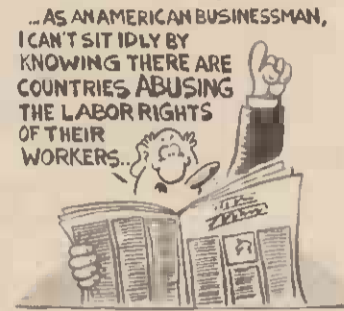
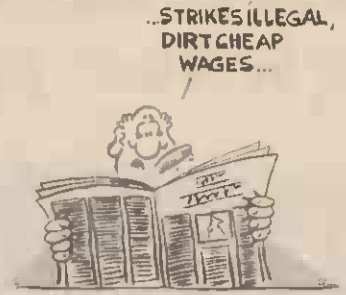
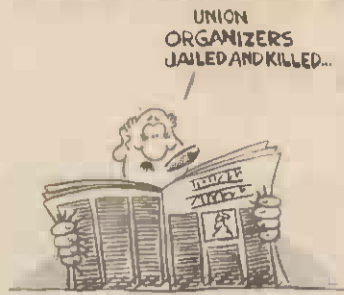
High tension and stress levels in an alcoholic home result in a variety of real or imagined physical conditions. Family members of alcoholics don't feel well a lot of the time, and make frequent visits to the doctor for medical attention.

One of the most depressing—and useless—things that can happen is for some family members to increase their own chemical use: "If you can't beat 'em, join 'em." They may do this to numb the feelings of pain and frustration. Others may be motivated by revenge or spite. Fortunately, this tactic is usually temporary.

This is a somber story. But as the problem becomes more widely recognized, more help is becoming available for families.

Educational and support groups are being sponsored by schools, churches, community organizations, hospitals and alcoholism treatment centers. Often these valuable services are provided at no charge. If you need such help, please try to find it and use it.

Many OPEIU locals have established support programs—employee assistance plans—to help members. Contact your local or the International office at (212) 675-3210.



Washington Window

Health care for all— is America ready?

Many Americans like to believe that this nation has the best medical care in the world. To be honest about it, that's true only if one adds the qualifier, "if you can afford it."

According to congressional testimony, tens of millions of people cannot afford it. Careful surveys estimate that 35 million Americans, a third of them children under 17, have no health insurance whatever.

In terms of the small chance of a costly illness, more than 200 million Americans are unprotected against catastrophic acute or long-term care costs. Nursing home care costs \$20,000 to \$50,000 a year and a Harvard-Blue Cross study estimated that two out of every three elderly persons living alone would impoverish themselves in 13 weeks.

In 1982, the Robert Wood Johnson Foundation estimated from a survey that about 1 million families were refused needed health care that year because they couldn't afford it.

When it comes down to individual cases, horror stories abound. Chairman Edward R. Roybal (D-Calif.) of the House Select Committee on Aging recently held hearings on his proposed "U.S. Health Program Act" and heard Professor Uwe E. Reinhardt of Princeton University recall cases reported in *The Wall St. Journal*, *Business Week* magazine and other publications:

- A 32-year-old accident victim lies unconscious in a Florida hospital that has no neurosurgeon available. But two larger hospitals with neurosurgeons refuse to accept him upon learning that there is no guarantee his bill will be paid.

- A pediatrician in a Rock Hill, S.C., hospital wants to transfer a comatose three-year-old girl to a better equipped urban medical center. But her family has no health insurance, and two hospitals refuse to take her in. A hospital 100 miles away finally accepts her.

- A woman in mid-labor in a private hospital casually mentions that her husband has just lost his job. Since in America this usually means the family has no health insurance, the woman is told to vacate and go to a public hospital.

Reinhardt said it should be understood by the American people and Congress that denial of urgently needed health care in the face of a surplus of doctors and hospitals is "uniquely American." "It is simply inconceivable, for example, that a Canadian, French, German or

Dutch three-year-old comatose child would ever be denied available neurosurgical services simply because that child's parents are poor and uninsured," he said. It is also inconceivable in these countries that a woman would be told in mid-labor to vacate a hospital, he said.

However, Chairman Roybal's proposal calls for a more ambitious federal public insurance program which would cover all Americans, protect against catastrophic and long-term expenses, upgrade quality assurance, and contain costs.

Douglas Fraser, former head of the Auto Workers and now chairman of the labor-backed Health Security Action Council, submitted testimony backing Roybal in reopening public debate on the need for universal health coverage.

The nation's approach to health care is in chaos, Fraser said. Employers, pressured to contain runaway costs, have sharply escalated deductibles, co-insurance and worker premium-sharing, he said. Congress and the federal government, faced with huge deficits, try to cope by shifting responsibility for paying health costs for the elderly and disabled to private employers and the states. The latest crisis, Fraser said, is in actions by major corporations to terminate retiree health benefits, threatening millions of retirees.

Fraser said his Council is developing a new national health proposal which aims at objectives similar to Roybal's plan.

Arthur S. Flemming, former Secretary of Health, Education and Welfare, and now co-chair of the labor-backed Save Our Security coalition, supported the thrust of Roybal's plan.

Flemming pointed out that 20 years ago Canada and the U.S. each spent about 6.5 percent of their Gross National Product on health care. In 1971, Canada began its program with cost controls and today spends 8.4 percent of GNP on health care, while the U.S. has soared to 10.7 percent, highest in the world. Canada's plan covers everyone, he said, while upward of 40 million Americans lack health protection.

America today stands alone as the only industrial nation without a national health program. Is it possible the incoming 100th Congress will begin the great debate that will lead to a universal health program which will be a credit to this nation?

OPEIU members actively work for progress



Local 367 (Memphis) members worked on the successful bid of Ned McWherter for Governor of Tennessee. Here OPEIU members are shown at a sign stapling party. They are (kneeling, left-to-right) 367 President Linda Waldrop and Cindy Jordan; (middle row) Sue Lampley, Barbara McKinney, Audrey Brooks, Janet Haas and Charlyne Lewis; (back row) Helen Lemmons, Frances Ward and Caleb Ward.



Local 277 (Fort Worth) members are well known in the union for putting their money where their mouths are. Regularly year-after-year they contribute thousands of dollars to the union's political action fund—VOTE. Here Local 277 Secretary-Treasurer Norma Martin and Member Ricardo Medrano (American Income Life Insurance Co.) present some of that money (\$1,000) to Eddie Bernice Johnson, state senatorial candidate for Dallas County, Texas.

Who's out of touch?

The labor movement conducted a poll of AFL-CIO members' and "household" voting performance, taken election night November 4, by the Federation.

The bottom-line numbers are these:

- 76% of AFL-CIO members and households supported our endorsed Senatorial candidates.
- 75% of members and "households" voted for our endorsed candidates for Governor.
- Overall vote was 70% Democratic to 29% Republican.

The poll covered a sampling of 1,333 persons, well within the range employed by national survey organizations, leaving a margin of error of only three percent plus or minus.

Overall, we find the survey provides encouraging evidence that our members support our endorsed candidates—reflecting the representative nature of the endorsement—and helped provide the strong vote that produced a Democratic net gain of eight Senate seats.

VOTE roll of honor

The following members, officers and staff have a deep commitment to OPEIU members, American working people, and the labor movement. They each contribute at least \$100 each year to Voice of the Electorate (VOTE), the union's political action fund. This is the list of contributors as of October 28, 1986:

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Anne Wilson
Pamela Winn
Robert Winn
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Executive Board, OPEIU
Local No. 35

Local union staff

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Michael Goodwin
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Yolanda Miranda
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Boycott the following Gainer's meat products

- SWIFT'S BACON — Premium, Lazy Maple, Sugar Plum, Capital, Eversweet, Royal Breakfast, Sunny Morning, I.G.A.
- OTHER BACONS — Superior, Freirich, Royale, Capital, H.R.I., Hickory House, Food Services, Holiday, Sunshine, Devor, Royal Breakfast, Sierra, Armour, Country Morning, Alberta Gold, Harmonie.
- HAMS — Homesteader, Superior Dinner Hams, Captain Cabin, Royale, Superior Cottage Roll, Alberta Gold, Lazy Maple.
- MEATLOAF — Superior (Red & Gold Label).
- SMOKED MEATS — Premium Corned Beef Brisket, Royale Pork, Superior Porks.
- PARTY STICKS/SMOKED MEATS — Superior, Safeway, Alberta Gold, IGA.
- THIN SLICED MEATS — Safeway, Royale.
- WEINERS — Firebrand Pork, Firebrand Beef, Smokies, IGA Pork & Beef, Alberta Gold, Country Morning, Superior, Premium.
- SMOKED HAMS — Superior, Sugar Plum.
- RINGS — Superior Blood Sausage, Fine & Coarse, Garlic & Bolo.
- BOLO — Superior & Salami.
- OTHERS — Magic Pantry

All packaged meats sold in Canada bear a small government inspection label. The number in the label indicates the plant where the meat was produced. The number for Gainer's, Edmonton is 188. You can use this number to identify the Gainer's products sold in your store.

Thank you

Please don't buy Gainer's meat products

Every time you buy packaged meats at your grocer we ask you to avoid purchasing the Gainer's brand names listed on the other side of this sheet.

Here's why

The 1,080 employees of Gainer's meats in Edmonton, Alberta went on strike on June 7, 1986. Their demand is for a contract which brings them up to parity with other workers in the meatpacking industry. They aren't asking for huge wage increases. They want a raise of 51 cents in their base rate this year, bringing it up to \$12.50 per hour. They want a further increase of 52 cents next year. And they want their new hire rate increased from \$7.00 to \$9.37 per hour. Gainer's has made no new wage offer to union negotiators. Gainer's owner, Peter Pocklington, wants to get rid of the employees' union by replacing them with non-union workers. He has been granted an injunction to limit picketing at Gainers so that he can bus

strikebreakers into his plant. He refers to the strikers as his "ex-employees" and says he'll never negotiate with a union again. The men and women on the Gainer's picket line have resisted Pocklington's attempts to liquidate their union. They've been arrested by the hundreds as they peacefully demonstrate outside the plant. But the Edmonton police say they'll continue to enforce Pocklington's injunction. You can help the strikers out by using your buying power to let Pocklington know he must negotiate with the union which represents his employees. The striking workers at Gainer's thank you for your support.

Support our fight for parity Boycott Gainer's products



United Food and Commercial Workers International Union
Region 18 - Canada

July 3, 1986

Mr. Gilles Beauregard
Secretary-Treasurer
Office & Professional Employees'
International Union
815 - 16th Street, N.W., Suite 606
Washington, D.C. 20006

Dear Brother:

We have received your contribution of \$1,736.74 to help us in our fight with Peter Pocklington's Gainers organization in Edmonton, Alberta.

I can assure you, with the massive costs facing us, that your contribution is important and very much appreciated.

As you will know by press reports the fight is continuing and will continue until we have achieved a parity agreement, and just as important, until we have achieved fair and equitable labour legislation in the Province of Alberta.

Again, thank you for your continuing support in our struggle.

Yours faithfully,

Frank Benn,
International Vice-President
Director, Region 18 - Canada

FPB:djf
opeiu343

P.S. Enclosed is a copy of the products that have been placed on a national "Don't Buy" campaign by our union and the Canadian Labour Congress.

For additional copies of this list please contact our office.

OPEIU UNIONCARE... NEW DIMENSION TO YOUR UNION MEMBERSHIP SERVICES



UnionCare

You and your entire Family now have an important new kind of Personal Benefits from Office & Professional Employees International... that can mean significant new opportunities at real Cost Savings! You already enjoy the financial security of negotiated Health & Welfare Plan Benefits, your "Hidden Paycheck" you don't pay taxes on but can depend on during a Family Emergency. Now, OPEIU UNIONCARE will let you add to that Insured Peace Of Mind with Personal Benefit YOU SELECT... Special Plan Features Of YOUR CHOICE... AT MONEY SAVING OPEIU GROUP RATES YOU COULD NOT BE OFFERED AS AN INDIVIDUAL!

OPEIU UNIONCARE means now, for the first time, you can TAILOR-MAKE your Personal Financial Planning to YOUR HOUSEHOLD'S immediate and long-term goals! That's important flexibility... letting you include your Spouse and Children under the Personal Benefits you select... at the SAME LOW GROUP RATES available to our Members! So, personal insurance you and your Family need beyond Welfare Plan Benefits... also will be available to you through your participating OPEIU Local as UNIONCARE Services you can count on... but offered at much less than you would have to pay on your own.

Never again will you have to spend the TIME... TROUBLE... & MONEY searching for Personal Benefits you and those counting on you need... when OPEIU UNIONCARE now offers you...

| | |
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| LOW OPEIU GROUP RATES | CHOICE OF PLAN FEATURES |
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...for EVERY member of your Family! Plus, OPEIU UNIONCARE will mean CONVENIENCE as well as savings! Every featured Personal Benefit Plan will be offered to you DIRECTLY through an Enrollment Kit mailed right to your home. No one will call on you... there will be no appointments to keep... no one to pressure you to apply!

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**OPEIU UNIONCARE COMING TO YOUR
HOME SOON...DON'T MISS YOUR OPPORTUNITY FOR ADDED
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GRAPES. THIS YEAR'S CROP WILL EAT YOUR HEART OUT.

Felipe Franco was born with no arms or legs.

What went wrong?
"The Wrath of Grapes."

Felipe's mother, Ramona, worked until her eighth month of pregnancy in Delano grape vineyards. Vineyards sprayed with deadly pesticides, including Captan, Dinoseb, Methyl Bromide, Phosdrin and parathion.

But Felipe is lucky. He's still alive.

Since 1981, 12 children in McFarland (near Delano) have been diagnosed with cancer. In a town of 6,200 people, that's 400% above the expected cancer rate. Parents and residents blame the water supply. It's contaminated by pesticides and nitrates from nearby fields and vineyards.

Grapes are the heart of California's \$14 billion-a-year agricultural industry. But for Felipe Franco and many others the grapes which produce such wealth have become "The Wrath of Grapes."



Cesar Chavez and the United Farm Workers have battled for 20 years against pesticide poisoning. THE WRATH OF GRAPES is their new boycott of California fresh grapes. And Cesar Chavez is telling the story of Felipe Franco and the other afflicted children to consumers across North America.

To help spread the word, the UFW has produced a dramatic 14 minute film and video entitled, "The Wrath of Grapes"...narrated by "M*A*S*H" Star, Mike Farrell.

THE WRATH OF GRAPES concerns you. If you care about what went wrong for Felipe Franco. If you care about what pesticides are doing to farm workers and their children — and to consumers.

For more information about THE WRATH OF GRAPES — the boycott and the film — mail back the attached card. And, please, act today.

Dear Cesar Chavez:

Please tell me more about THE WRATH OF GRAPES — the truth about what pesticides are doing to farm workers and consumers. Send me, free of charge, information on THE WRATH OF GRAPES film.

Name _____
(PLEASE PRINT)

Address _____

City _____ State _____ Zip _____

Cesar Chavez
UFW
P.O. Box 62, La Paz
Keene, Calif. 93570

THE WRATH OF GRAPES. NO EASY PICKIN'S.

1986 Bank Convention Held in Montreal

Although the Montreal City & District Savings Bank is concentrated in the Metropolitan Montreal Region, delegates from Quebec City attended the Convention for the first time.

Since the bank expanded its branch network to that Region in late 1985, Local 434 won recognition as bargaining agent for these new employees. Local 434's President Yvon C. Rivard reports that the new members are now covered by the same collective agreement.

OPEIU Vice-President and Canadian Director Michel Rousseau, in addressing the delegates, took the opportunity to assure them that the International strike and defense fund was sound. (These members faced a possible strike situation at the time.)

The Convention's educational program consisted of one session on "Stewards in the Workplace," conducted by Vice-President Claude Grenier, also included a film. The other session consisted of "Application of New Provisions in the Collective Agreement," conducted by Guy D. Lalonde, business representative of Local 434.

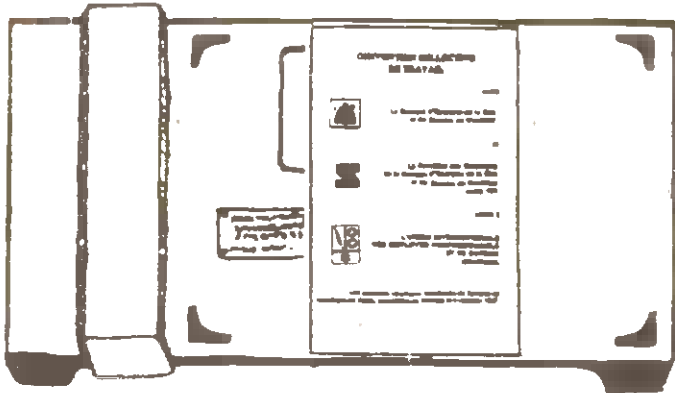
Dues were increased by 14% and President Rivard was very proud to announce that the adoption of the 1986-87 budget would allow the employment of Monique Lafrance as second business representative. She has worked for the Bank as senior teller for the past 8 years and she is on a leave of absence to work for her local union.



At the front table: Jean Paquet, treasurer; Lise Goyer, director; Monique Lafrance, director; (Miss) Claude Grenier, vice-president; Yvon C. Rivard, president; Michel Rousseau, OPEIU Canadian Director; and Suzanne Van Uytfaeck, corresponding-secretary.



Some of the delegates attending the 8th Montreal Bank Convention on October 18, 1986.



Convention Slogan:

Don't leave home without it...your collective agreement.

Sealand Employees Win by Extension

OPEIU members at Sealand Service voted to extend their contract 22 months by a 432-to-135 margin in a secret mail ballot election, said International Vice President Michael Goodwin.

OPEIU represents in an International contract 750 Sealand employees located in the New York/New Jersey area; Baltimore, Maryland; Portsmouth, Virginia; Charleston, South Carolina; Jacksonville, Florida; New Orleans, Louisiana; Houston, Texas; Seattle, Washington; and San Juan, Puerto Rico.

The contract extension was proposed by the company as a result of extreme conditions in the market for world container shipping. The company claimed a substantial need to reduce costs Goodwin said.

But the new contract contains many gains for OPEIU-represented employees, as well as cost savings for Sealand. Just a few of those gains are:

- General wage increases totalling more than 12 percent over the next three years.
- A 17¢ per hour cost-of-living increase, deferred

from May 1986, as well as a restoration of the traditional six-month cost-of-living adjustments.

- Minimum and maximum labor rates will also increase 12 percent over the contract life, raising the minimum rate from \$321.98 to \$354.98.
- Increased company contributions to the Union Health Fund and inclusion in the Fund of employees at all ports. Previously only the New York/New Jersey members were covered by the plan.
- Members at all ports will be covered by the company's long-term disability benefit plan at the employer's expense.
- Members retiring at age 65 with at least ten years of service are guaranteed life time health plan coverage paid for by the employer.
- Members will have the right to purchase supplemental life insurance through the company at group rates.
- Employer contributions for members to the

Union Pension Fund will increase from a low of \$37 a week to \$52 a week based on seniority.

In exchange the union agreed to temper their demands in the areas of overtime, minimum hiring rates and year-end bonus. Goodwin stressed that this is only temporary and designed to save our member's jobs and the company's continued viability.

The current average hourly rate for OPEIU-represented Sealand employees is \$15.05 per hour, he added.

Representing OPEIU locals in the negotiations were Local 153; Thomas Havriluk, Barbara Rumph-Rudrow, Joe Goracy, Helen Freeman, Patricia Lehr, John Olivera, Geraldine Wilkins, Juanita Jones, Carmine Granato, Robert Grabowski and Mary Zayers; Local 2: Lou Wolf; Local 73: Paul Mari; Local 403: Natalie Kent; Local 129: Jean Clark; Local 8: Dan O'Donnell; Local 506: Jose Nieves, Ruben Estepa and Raul Guemarez.