



WHITE COLLAR

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

No. 425

October-November-December 1987



Education conferences

OPEIU seeks to aid American families through innovative contracts

The American workforce has changed remarkably over the past three decades. This change is the result of a number of social forces, the most important of which is the increasing feminization of the workforce.

Today in 60 percent of American families both parents work. Forty percent of the two-earner couples would be near the poverty level if only one worked.

Additionally, there are more than 6.6 million single-parent families—most headed by women.

As a result, more than 32 million children had mothers in the workforce in 1985. Of these children, over 24 million were under 13 years of age.

The growth in the participation of parents in the workforce has brought with it a rise in the level of stress experienced by working parents and their children. It is difficult for parents to handle the responsibilities of being both parent and worker.

(Continued on page 4)



OPEIU mourns loss of VP Iushewitz



The Executive Board, staff and officers of OPEIU announce with sorrow the death of their esteemed brother, Gerald D. Iushewitz, 44, who served as International Vice President since 1977. Iushewitz, also president of OPEIU Local 14 in Philadelphia,

died in August of a heart attack after open-heart surgery.

He once said unionism was in his genes, his father being Morris (Mo) Iushewitz, a legendary New York unionist who was one of the founders of the American Newspaper Guild, was secretary of the Central Labor Council when Harry Van Arsdale was its head, and helped organize New York cab drivers.

But, Gerry Iushewitz earned his own share of fame when, as an organizer for OPEIU Local 153 in New York, he achieved a major breakthrough in the early 1970s by negotiating with Group Health Insurance the first four-day week at full pay in the city.

Iushewitz, who lived in Philadelphia, was born in Manhattan and graduated from Cornell University. He started his career with Local 153 in 1967. He helped organize employees at Pratt Institute, New York Polytechnic and other college and universities as well as at general retailing and office establishments in the New York area.

(Continued on page 8)

University of Bridgeport and Kaiser HMO workers join Local 153

University of Bridgeport

Broken promises and broken dreams are what lead to the successful Local 153 organizing drive at the University of Bridgeport.

A majority of the current 174 support staff employees at UB also had worked there in 1986. And, they tried to organize a union. But, they believed management—the administration of the college. They believed the promises of more money, of an equitable classification system, of job upgrading and better communications between employees and management. And, they voted against joining a union.

Support staff employee Diane Spetrino explained how the university kept its promises: "The administration established a council for support staff employees to address the problems, but never gave the council the authority to make any real changes. Nothing was ever done."

According to Local 153 Business Representatives Patricia Hoffman and Jeff Mockler, the employees were quickly disenchanted. Feeling betrayed, they revived the union organizing drive with Local 153.

In yet another attempt to turn the election around and buy employees' loyalty back, the university administration granted a special "adjustment" wage increase and reinstated certain tuition remission benefits just prior to the vote.

If that wasn't enough, the university's first woman President Janet Greenwood, a charismatic leader, appealed for a chance to address the employee's problems and rectify past inequities.

But, management had its chance. They promised the employees results and never delivered.

On October 9, 1987, the majority of the secretarial and clerical staff at the Connecticut university voted union—Local 153.

Local 153 Secretary-Treasurer and International Vice President Michael Goodwin, along with Mockler and Hoffman, extend their appreciation to the union committee members—Diane Spetrino, Julie Cipu, Dixie Eaton, Lillian Harley, Fran Riccio, Florence Gacci and JoAnne Dagastino—for their effort bringing about the 153 victory.

Negotiations are likely underway as you read this paper. With their new protection through an OPEIU contract, University of Bridgeport employees will become the 15th college or university group to be represented by Local 153.

(Continued on page 4)

Scholarship-
Last call—
see page 7

VP nets trio in Oregon

A trio of Portland, Oregon-based Local 11 members have won positions of prominence in their respective states, said Vice President Gary Kirkland.

Steve Socotch was elected as the secretary-treasurer of the Oregon State AFL-CIO. In Utah, Connie Meske-Stavros was elected as vice-president of her state federation, and Gary Lentz, a Local 11 executive board member, was chosen as the president of the Washington State Council of Police Officers.

Socotch has served for the past nine years as research and education director of the Oregon AFL-CIO. He has been a member of Local 11 for that time.

Meske-Stavros, an 18-year member of Office and Professional Employees International, served as a Utah AFL-CIO executive board member for six years. She has been active in local labor councils and served as a delegate to the 1984 National Democratic Convention.

Lentz, a law enforcement officer for 21 years, has been a member of Local 11 since 1975. As president of the council, he will represent 2,200 Washington State police officers.



Connie Meske-Stavros

Gary Lentz

Steve Socotch

\$25 REWARD

B.C.'s Terry Hanley earns union's top organizing award



"About 14 years ago, I decided I wanted a job where I got paid for doing what I loved, instead of putting my time in all day and then doing what I really wanted after hours," said OTEU Local 378 Union Organizer, Terry Hanley.

With financial help from the International Union, the Vancouver-based OTEU hired Hanley in February 1986. Within 10 months, there were three new bargaining units: 320 new members at Exhibition Park Race Track, 130 support staff at Capilano College and, our present certification at Hertz Canada was extended to include outside workers known as Trippers.

With the addition of B.C. Rapid Transit in 1985, membership in Local 378 has grown from 5,800 to 6,700.

This welcome jump in membership is largely due to the union's organizing activities.

Born in Saint John, New Brunswick, Hanley was raised talking politics around the kitchen table with her father who served on Saint John city council.

When she was 18, she worked in her hometown for the telephone company earning \$33 a week. "We'd go to the bar on Fridays after work and drinks would cost 65 cents. Guys with union jobs who got \$55 a week go to the beer parlour and buy draft for 20 cents.

"I thought that was unfair."

"People used to say, 'If you don't like it here, leave'. Eventually, I left."

In 1973, Hanley moved to B.C. and got her first unionized job in the clerical unit at the Telecommunications Workers Union.

Shortly after starting her job, she attended her first union meeting and volunteered to work on a political action committee, "It changed my life," she says.

"I met women who were unionized! In the Maritimes, I only knew men who belonged to unions. That's when I decided I wanted to work doing something I really believed in. I fell in love with the labour movement."

To prepare herself for a job as a union rep, Hanley spent the next five years volunteering for every union committee and took labour courses. Finally in 1978, OTEU Local 15 hired her as a business rep.

In 1980, she transferred to Winnipeg. "Because it was a small union local, I ended up negotiating agreements and travelling in all the Western provinces. We often dealt with problems women have as workers, such as poor paying jobs and inability to afford day care. I learned a lot about the need to be unionized.

"Employees have so little say when jobs aren't unionized. Even if the pay is still low, they're still further ahead belonging to the union."

Now Hanley has won OPEIU's highest organizing award—the Doug Award—for organizing the most new members in 1986. Congratulations!

How to become a bounty hunter:

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*, just as we will to Gary Kirkland for the article submitted here. 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

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)
Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

Work and Health
by Press Associates, Inc.

Breast Cancer

By Dr. Phillip L.
Polakoff, M.D.

Director, Western Institute for
Occupational/Environmental Sciences

Nancy Reagan's breast cancer and surgery has drawn national attention once again to an issue that will face an estimated 130,000 American women who will develop the disease this year.

Earlier, Betty Ford, wife of President Gerald Ford, had her right breast removed in 1974 after cancer was discovered, and Rosalynn Carter, wife of President Jimmy Carter, had a benign lump removed in 1977.

The news also underlines the importance of early detection and improved treatment in the rising survival rate of breast cancer which ultimately will develop in about one in 10 women.

Five-year survival is considered a cure. Today, the cure rates for localized breast cancer are better than 90 percent, due largely to better early diagnosis, better surgical techniques, and improved use of radiation and chemotherapy when necessary.

Ten years ago, the cure rate was 84 percent, according to the American Cancer Society. That was before the widespread use of mammography—breast X-ray—and before women were taught to examine their own breasts regularly for palpable lumps.

Breast cancer in young women is extremely rare. But if you are 20 or beyond, here are some guidelines for self-examination:

- Examine your breasts at the same time each month.
- Feel for lumps with your finger pads using a rubbing motion. Press firmly to feel different breast tissues.
- Always use the same pattern to examine the whole breast, either circular, verticle strips, or wedge-shaped areas.
- Compare what you feel in each breast.
- Check your breasts in a mirror, looking for any of the warning signs for breast cancer. Here are some of those signs:
 - A lump or thickening on the breast.
 - Swelling, puckering or dimpling, redness or irritation that persists.
 - Changes in the nipples and areolae such as a whitish scale, distorted shape, inverted nipple or nipple discharge.
 - Pain or tenderness.

Besides the monthly self-examination, women between the ages of 20 and 40 should have their breasts examined by a physician every three years. Between 35 and 40, women should have a first "baseline" mammography.

Periodic X-ray screening is recommended between 40 and 50. The time interval will depend upon your age, personal history and your doctor's advice. Continue the monthly self-examination and the annual examination by the physician.

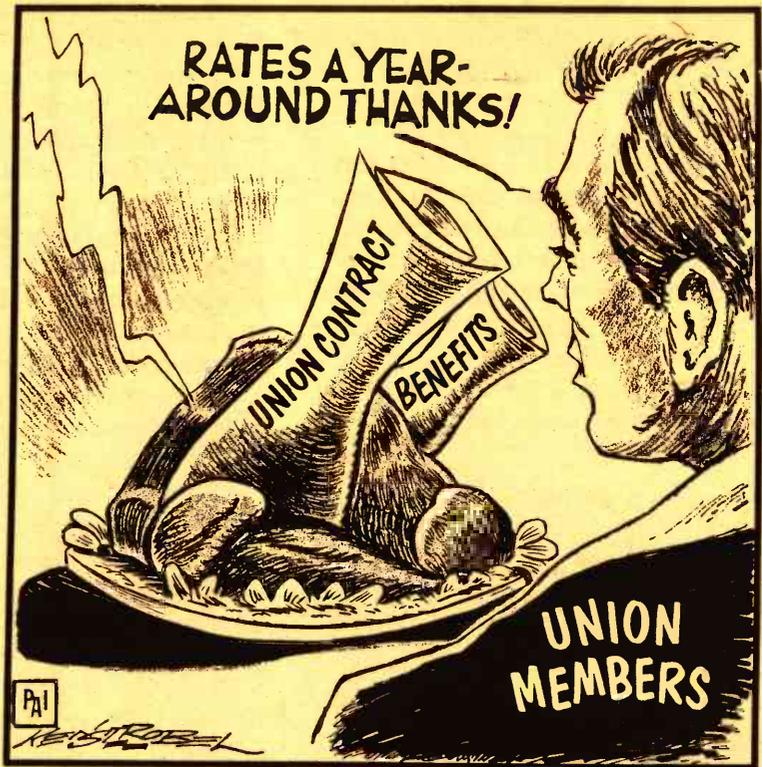
After age 50, the cancer society recommends that all women undergo mammography once a year, in addition to keeping up the monthly self-exam and the annual doctor's check up.

Some women worry that regular mammogram may involve risky exposure to radiation. But radiologists say that the X-ray doses from all four pictures combined—one each from above and the side of each breast—involve only one-tenth to one-half the radiation used in a normal abdominal X-ray examination.

Physicians look for several things in the the X-ray views: evidence of lumps, tiny dots of calcification, distortion of the normal breast pattern, or anything that seems different from previous mammograms (this is why a baseline is important).

Mammography can detect suspicious lumps about 93 percent of the time. Examination by touch—called palpation—enables a doctor to find about half of them. That's why a combination of palpation and mammography is important.

In many cases of breast cancer today, if the tumor is small enough and easy to get to, a simple operation called a lumpectomy can be performed. In this procedure, only the tumor mass and a small amount of surrounding tissue is removed. Radiation is sometimes later used to make sure any stray cancer cells nearby are destroyed.



Washington Window

The hunger 'epidemic' can be cured

by Press Associates

Despite nearly five years of economic expansion, the problem of hunger in America has been getting worse instead of better.

Today, 20 million Americans do not get enough to eat every day and hunger has been spreading to new groups, like displaced workers. That's the disturbing finding of a new study by the Physician Task Force on Hunger in America.

The task force, which was organized in 1984, sent teams of doctors to four regions of the nation to investigate the problem. They went to Texas and Louisiana, where the oil and gas industries are in decline; Minnesota and Iowa, where the family farm is endangered; Pennsylvania, Ohio and West Virginia, where steel, mining and other well-paid industrial jobs have disappeared, and California's "Silicon Valley," where many workers, including immigrants, earn minimum wages amid the wealth of high tech. The investigators found growing demands on emergency food programs and large segments of the population untouched by economic growth. A sample of what the field study uncovered:

- In Texas, the number of emergency food requests swelled from 1.8 million in 1983 to 3.6 million in 1986.
- In the agricultural heartland state of Iowa, where grain elevators and warehouses are bursting at the seams with surplus farm produce, a clinic in Waterloo reported more childhood malnutrition cases in the first three months of this year than in the past three years combined.
- In Columbiana County, Ohio, a mining and steel area, 2,000 families applied for food aid in the first four months of this year, up from 300 families in 1982.
- In Santa Clara, Calif., a food bank is serving 35,000 people each month, including many who work but remain poor because of low-paying service industry jobs.

A rising incidence of hunger among white men, "who have always had it so well in the economy," indicates that the problem is growing even more serious for those who historically have suffered discrimination, said Larry Brown, chairman of the task force and a Harvard University public health professor.

The study said many of these white men lost

their jobs in manufacturing and were forced to take low-paid jobs in the service sector. In addition, it said millions of society's most vulnerable—infants and elderly persons—suffer from chronically inadequate nutrition.

"Economic growth," the report said, "has not reduced hunger in any significant way because of the nature of that growth. The economic pie has gotten bigger, but the unevenness of that growth leaves millions falling further behind."

The study cites "a growing body of evidence that suggests that hunger in America is widespread and seemingly intractable." It adds, "Hunger in the nation is an epidemic and it's not going to go away on its own."

Criticizing the policies of the Reagan Administration, the report called it "myopic" to suggest that private charity or economic growth will provide for the hungry. "I think the main point that we draw is that supply-side economics has failed as a remedy for hunger," said professor Brown. "None of the improvements in the economy seem to have had a significant effect on diminishing hunger," he added.

The report's findings coincide with local studies of hunger. In relatively prosperous and low-unemployment New York City, a study issued this summer by a coalition of private organizations which are feeding the hungry discovered that 1.2 million meals were being served each month in emergency food outlets. In 1980, the report said 130,000 meals were served each month.

The New York report cited two main causes for the increased need for food distribution: a minimum wage eroded by years of inflation and a public assistance program that now leaves families below the poverty level.

To alleviate the hunger "epidemic," the Physician Task Force report recommends expanding the federal food stamp, school meal and child nutrition programs to increase eligibility and benefits; raising the minimum wage, and expanding public assistance.

Hunger in America, which has the most productive agriculture in the world, deserves to be a major issue in the 1988 presidential and congressional elections. Voters deserve to know where candidates stand on a problem that can only be solved if the political will is there.

OPEIU seeks to aid American families...

(Continued from page 1)

The need for adequate child care for infants and young latchkey children (children who care for themselves while parents work), the pressures of accommodating work hours to meet family needs, the problem of caring for sick children when both parents or the sole parent is working, the parents' absence from the home, and the tremendous drain of energy experienced by many employed parents are all aspects of the stresses encountered by these parents and their children.



U.S. Representative Barney Frank wearing OPEIU jacket, following his remarks on upcoming legislation.

It is this awareness of the stress on working parents that prompted OPEIU to focus this year's educational conferences on the **American Family in the Workplace**.

OPEIU, in an attempt to alleviate these stresses on the members, seeks protective language in our labor agreements to aid working families.

Just a few of the clauses—child care, alternative working hours, pay equity, homework—were explored through mock negotiations at the training meetings.

Participants squared off, prepared contract proposals on both union and management teams, and bargained a full day to either settlement or strike. Delegates learned a great deal about negotiations techniques, the art of using the caucus in bargaining, and writing contract language. They learned from the instructors and from each other.

Northeast region

The Northeast Education Conference took place

September 16 to 19 at the Park Plaza in Boston, Massachusetts.

Leading discussions on bargaining and family issues were Erica Bronstein, director, Labor Education Center, Southeastern Massachusetts University; Linda Kaboolian, executive director, Harvard University Trade Union Program; and Pat Reeve, associate director, Labor Studies Program, University of Massachusetts—Boston. In addition, Denise Mitchell, public relations consultant with Abernathy and Mitchell, addressed the issue of using the media to influence contract negotiations.

Special guest speaker Barney Frank, U.S. House of Representatives (D-MA) and long-time friend of OPEIU, addressed the delegates on the political climate in the country and the need to defeat the Bork nomination to the Supreme Court (which, of course, we were successful in doing).

Local unions attending the conference included 2 (Washington, DC); 6 (Boston, MA); 14 (Philadelphia, PA); 32 (Newark, NJ); 106 (Groton, CT); 153 (New York, NY); 210 (New York, NY); 232 (Madawaska, ME); 247 (Holyoke, MA); 269 (Chicopee, MA); 442 (Livermore Falls, ME); 453 (Boston, MA); 471 (Brownsville, PA); and 600 (Boston, MA).

These locals represent public employees (state court employees, county workers, transit workers, parole officers) and employees from almost every industry in the private sector (financial services like banks and brokerage houses, insurance, college and universities, manufacturing, paper mills, shipping, health care). They learned from each other—from their similar and dissimilar experiences in negotiations.

Attending for the International Union were President John Kelly; Secretary-Treasurer Gilles Beauregard; International Vice Presidents Michael Goodwin and James Mahoney; Director of Education Gwen Wells; and International Representatives Lois Cuccinello, Steve Hunt, Joe Langis, and Chuck McDermott.

North Central region

The North Central Education Conference delegates gathered in Chicago, Illinois, at the Knickerbocker Hotel from October 14 to 17.

Leading the stimulating and enlightening discussions were Helen Elkiss, coordinator, Chicago Labor Education Program, University of Illinois; Manny Tuteur, ACTWU Education Representative; and Stanley Rosen, professor, Chicago Labor Education Program, University of Illinois.

Local union attending were 1 (Indianapolis, IN); 12 (Minneapolis, MN); 28 (Chicago, IL); 35 (Milwaukee, WI); 39 (Madison, WI); 85 (Milwaukee, WI); 95 (Wisconsin Rapids, WI); 311 (Kankakee, IL); 325

(Fort Wayne, IN); 336 (Kenosha, WI); 391 (Chicago, IL); 393 (Flint, MI); 444 (Galesburg, IL); 505 (Milwaukee, WI); and 787 (Milwaukee, WI).

International President John Kelly, Vice President Carolyn Combs, Director of Organizing Mark Reader, and Education Director Gwen Wells represented the International Union.

Locals receive VOTE awards



The two local union representatives here—Walter Allen and Jack Connolly—received VOTE Awards on behalf of Boston



Locals 6 and 600 respectively. Also receiving an award, but not pictured, was Paul Bruno of Local 106 in Groton, CT.

Each of these locals was cited for outstanding contributions to the Voice of Electorate program. That is, their members made outstanding voluntary political contributions to support OPEIU members' legislative needs.

University of Bridgeport and Kaiser...

(Continued from page 1)

Kaiser HMO

By a three-to-one margin the 71 technical and clerical employees of the Kaiser Foundation Health Plan in Hartford, Connecticut, voted to join Local 153. This Kaiser HMO is part of one of the largest in the country. The Kaiser employees join over 5,500 other Kaiser health care workers nationwide who are members of the Office and Professional Employees International Union.

"The employees were simply fed up with the low salaries and a litany of scheduling and benefit problems since Kaiser took over in 1982," reports Local 153 Business Agent Jeff Mockler.

The employees saw their life insurance, medical coverage and work conditions erode over time, he said. When they finally had had enough and decided to go union, they did so as a group. This level of solidarity among the group and with each other never wavered, according to Mockler, even in the face of a sophisticated employer campaign.

The decision to choose Local 153 out of the many possible labor organizations was based both on the Local's general reputation for representing health care and professional employees in the Connecticut area and on presentations from Local 153 members Kathy Savo and Brenda Alexander. These members spoke of their own experiences as OPEIU members at Connecticut Health Care Plan and the benefits they and their fellow members have reaped from affiliation with Local 153.

Special thanks go to the union committee: Charlene LaRue, Marlene Di Mauro, Stella Rimsa, Christina Skrowronek, Diana Sinkiwitz and Rebecca Carr.

A second election—for registered nurses and pharmacists—was held November 24 and handily won. We welcome all of these new Kaiser members.

Conferees comment

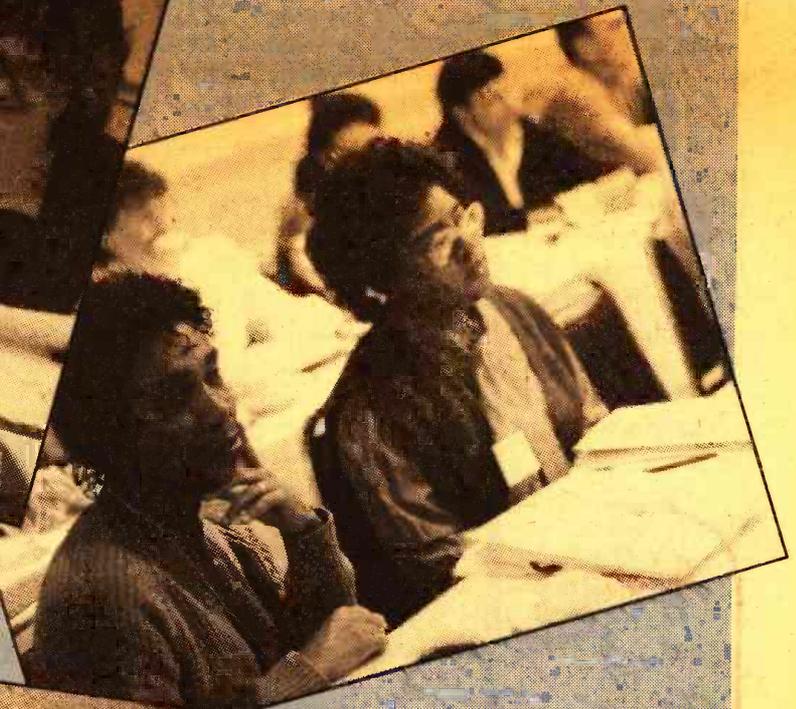
What they liked

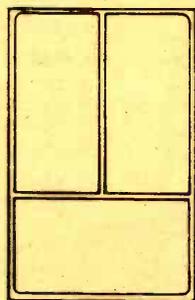
- On collective bargaining: This was an extremely important session for me as I have never been involved in this and I learned a lot, found out how ignorant I was about my union and how I am committed to becoming a part and making our Local stronger.
- The whole conference was well run and subject matter was excellent, instructors were really prepared and presented all material extremely well. It was a super learning experience for me.
- The presentation on family issues was very good, and the actual bargaining sessions were very constructive.
- I really enjoyed interacting with people from various locals whom I didn't know.
- I found most useful hearing about actual experiences in using the media.
- It was very helpful to encourage people who have not had negotiating experience to be chief negotiators. It can go further to help develop the leadership skills of women.

Constructive criticism

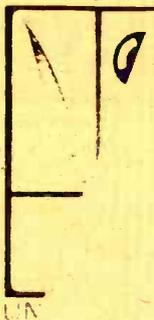
- More specific help needed regarding "how to." Feel there is never enough time allowed in workshops to ask questions; also feel it would be beneficial if each person had an opportunity to give an example of issues that they have had direct experience with, and how it was handled.
- Should have had more time to bargain but less time to prepare in the morning.
- Most valuable was building argument for bargaining. Possibly additional information could be mailed to the members who attended.
- Give more time to negotiating. Have a more appropriate meeting area. Also, suggest having a course on lobbying.
- If the conference time cannot be extended, the participants should be made more aware of the contents of the package so they can review the background of the subjects. Lots of the topics were brand new to many of the participants.
- Need to update the issues facing unions to reflect the current problems of each conference.

Conference delegates "negotiate" and "caucus" on family issues in Boston and Chicago



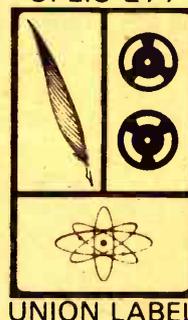
NON
UNIONPART
UNION

OPEIU 277



UNION

OPEIU 277



UNION LABEL

American Income Life Insurance Company is a fully organized, union label insurer. And our agents represent American Income alone. That means when you meet an American Income representative, you'll know that he or she represents **only** union label insurance. Remember, union member:

the Choice is Yours

Of approximately 1,800 life insurance companies in the country, only two carry the full union label. That means the odds are 1 in 900 that the life insurance you now carry is provided by a union insurer.



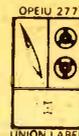
American is not just union on the surface. It is union top to bottom. Our management team includes some of the most recognizable names in the labor movement: Al Barkan, the "Man From COPE"; state AFL-CIO past presidents Bill Marshall (Michigan), David Roe (Minnesota), Hank Brown (Texas), and Charlie Harris (Florida); and, of course, Bernard Rapoport, American Income's founder, and a leading supporter of labor-related causes.

And American Income offers something for its union brothers and sisters that **no other** insurance company offers . . . a strike waiver on premiums. When union members are called to strike by their Internationals, American Income waives the premiums for members holding individual life, health and/or accident policies with American Income for up to 12 months. American Income is committed to the union philosophy in thought . . . and in deed.



When you carry your insurance with American Income, you know you are protected by a fully organized company. All of American Income's agents, as well as the home office employees, are represented by the Office and Professional Employees International Union, Local 277.

American Income knows you have a choice when you select your insurance. Remember, American Income's Number One priority is protecting union members and union interests. Which company will you choose for your insurance coverage?



Union, part union, or non-union . . . The Choice is Yours!

Bernard Rapoport
Chairman of the Board
Chief Executive Officer

Al Barkan
Chairman, Labor Advisory Board
Former Director AFL-CIO COPE

AIL American Income Life Insurance Company AIL
For More Information, Contact:

UL-46 (R1086)



Fact . . .

The odds are 900 to 1 that the life insurance you now carry is *not* provided by a union insurer.

Fact . . .

Most union members try to live their lives in the spirit of "Be Union—Buy Union—Buy American" and purchase union-made or union-provided goods and services whenever possible.

Fact . . .

American Income Life Insurance Company is a fully organized, union label company. American Income's agents as well as the home office employees are represented by Office and Professional Employees International Union Local 277.

Why not let us help you beat the odds? We would like to bid on the group life insurance for all OPEIU Locals. Our bet is that you will find that a fully organized company can be very competitive.

For more information, contact:
Bernard Rapoport
Chairman of the Board
American Income Life
Insurance Company
P.O. Box 2608
Waco, Texas 76797
(817) 772-3050

Last call to apply for Howard Coughlin Scholarship

OPEIU travel program adds new dimension in membership services

The OPEIU and the AFL-CIO recently introduced the Union Privilege Travel Program to its growing list of member benefit services. This comprehensive **free** travel service combines the component of quality travel with exceptional value. It is intended to convey to our union members, retirees and their families, the value and prestige that union membership carries beyond the workplace.

The Union Privilege Travel Program, launched in August 1987, was the outcome of several months of intensive research by the AFL-CIO. The organization consulted with travel experts, carefully examined what the best possible program could be, then developed a selection of travel services that met the travel needs of all members and their families.

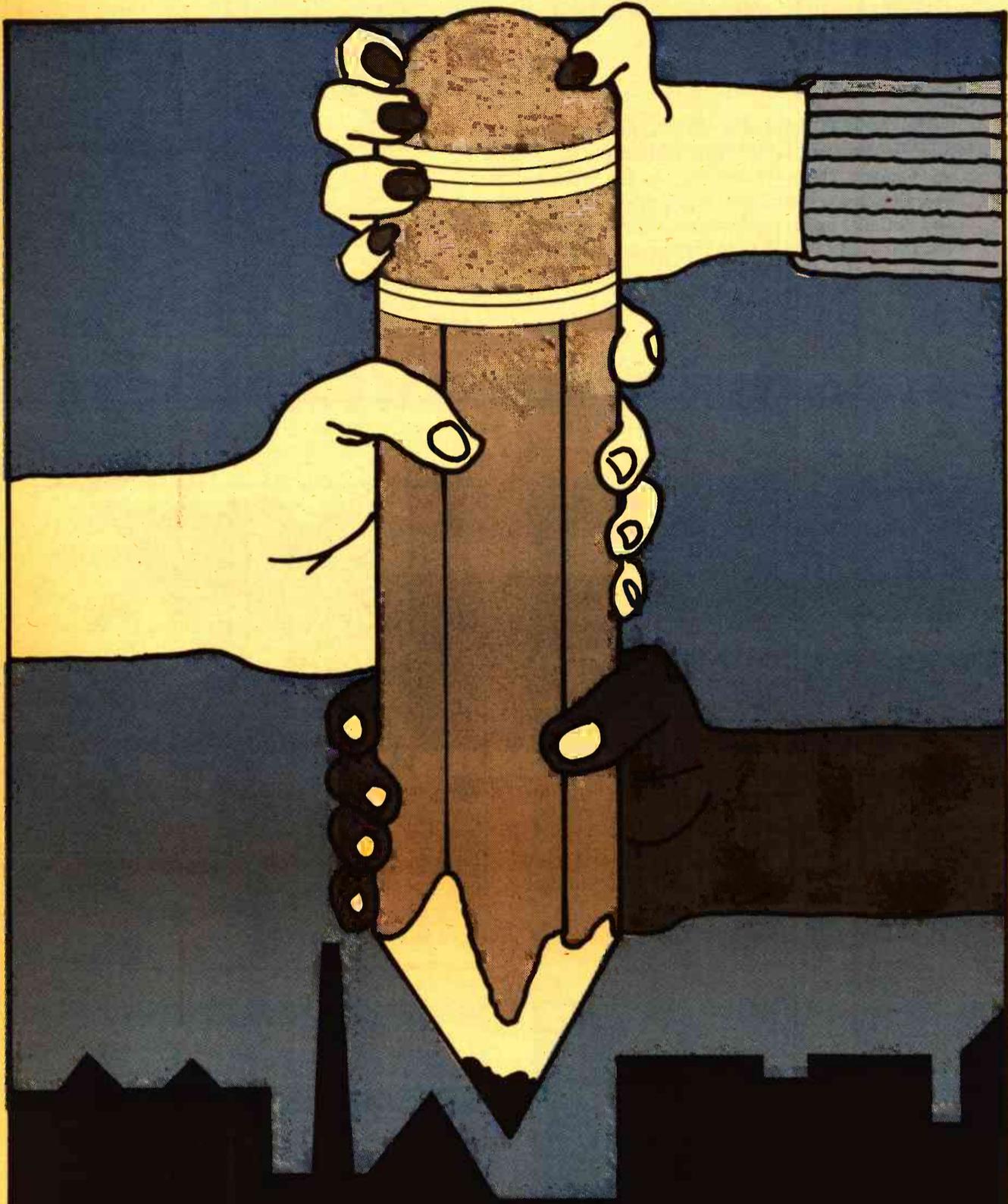
The Union Privilege Travel Program provides a comprehensive set of travel benefits created to serve the occasional traveler and the experienced globetrotter. The program consists of three parts. The Free Travel Service. The *Travel Privilege* magazine. The Travel Plus Club.

The Free Travel Service is a convenient toll-free service to book any travel need—from planes, trains, cars, hotels and motels to buses, tours, and cruises—with the added benefit of guaranteed lowest airfares, at the time of ticketing. Plus, there are many additional benefits like \$250,000 of travel accident insurance and last-minute tour discounts. All this at no cost to members.

The Travel Privilege Magazine portrays a unique selection of international vacations at low group rates. For example, union members can choose a one, two or three week vacation to popular worldwide destinations at savings of up to 40% off what it would cost if a union member purchased the trip individually. Also, informational travel-related articles help to keep members up-to-date... travelwise!

The Travel Plus Club is an **optional**, impressive array of travel services for a yearly family club fee of \$29—which includes a 3% cash rebate on all travel booked and paid through the club. This alone can save union members hundreds annually.

By joining forces with the 13 million members of the AFL-CIO, the (name of union) was able to secure the best values and discounts on travel for our members. Also, the convenience plus potential savings will be greater than if they were to make the same arrangements on their own. Best of all, the Free Travel Service is just that—it is absolutely free to all members in good standing.

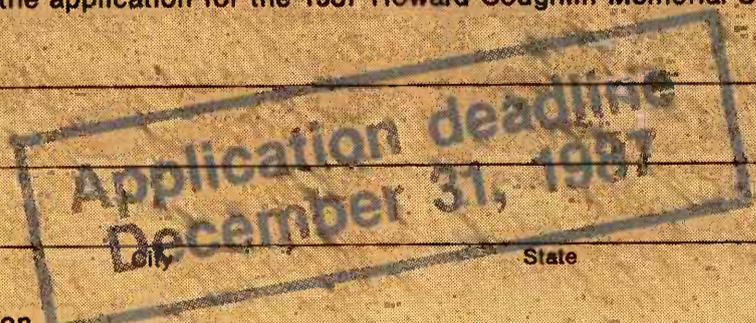


SEND FOR OPEIU SCHOLARSHIP APPLICATION
Application deadline—December 31, 1987

Please send me the application for the 1987 Howard Coughlin Memorial Scholarship.

Name _____

Address _____



City _____ State _____ Zip _____

OPEIU Local Union _____

Send to: OPEIU
Howard Coughlin Memorial Scholarship Fund
815 16th Street, N.W., Suite 606
Washington, D.C. 20006

MEMBER ACTION FORM

Sign up now to guarantee your free travel benefits.

Name _____

Address _____

City _____ State _____ Zip _____

Telephone () _____

International Union _____

Local Union # _____

Participation #

				-			-		
--	--	--	--	---	--	--	---	--	--

(Social Security Number)

Please send this coupon to:
UNION PRIVILEGE TRAVEL PROGRAM
BOX 409, BACK BAY ANNEX
BOSTON, MA 02217-0409

OPEIU mourns...

(Continued from page 1)

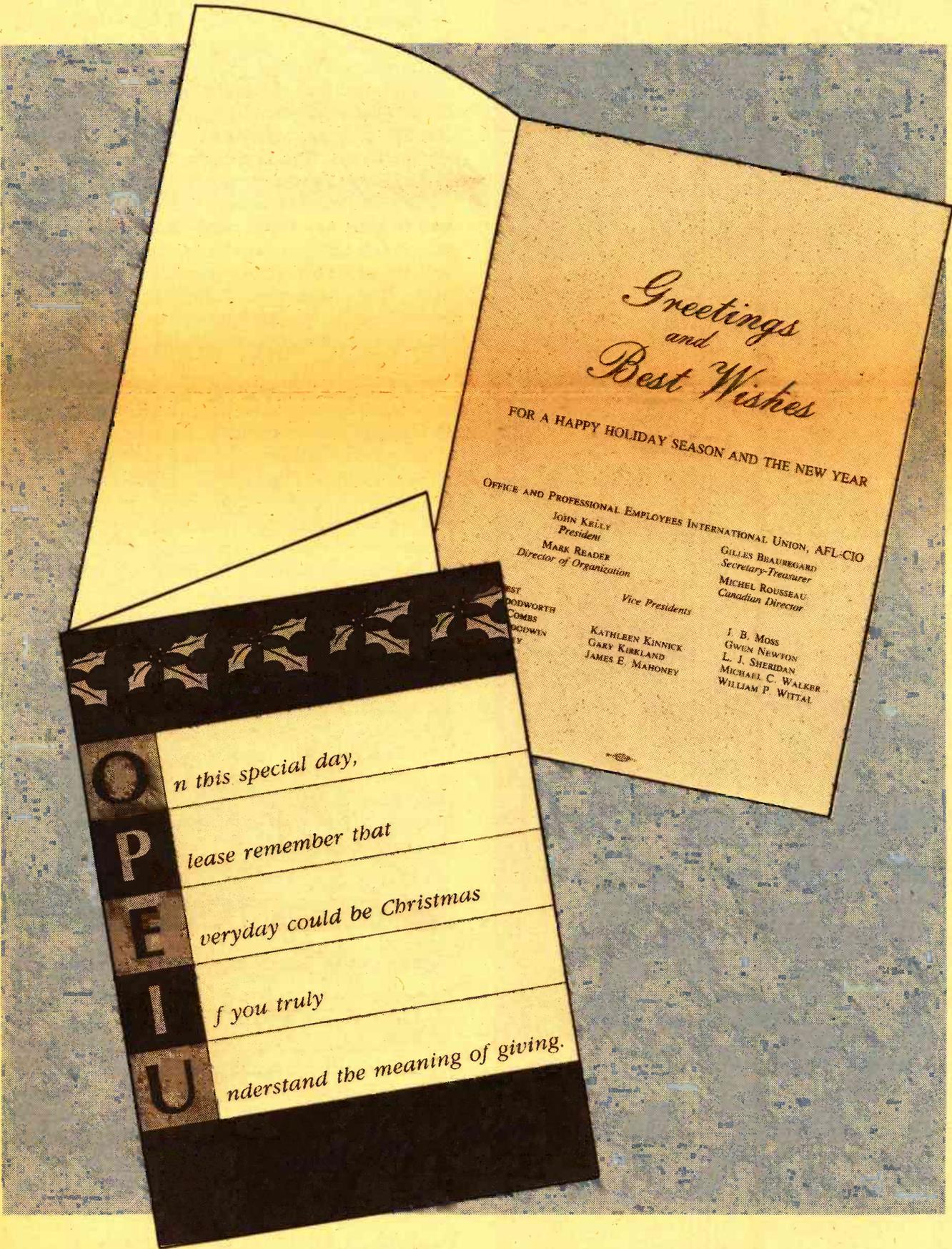
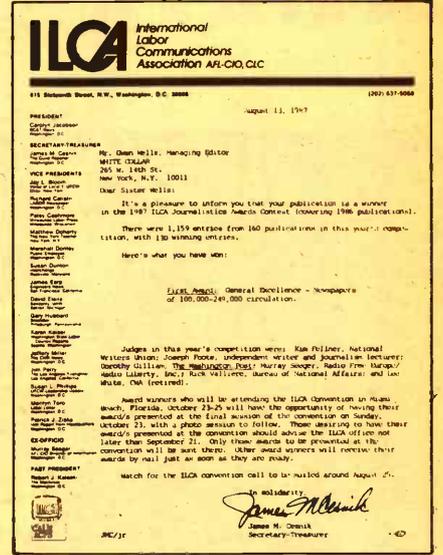
He joined OPEIU's Philadelphia Local 14 in 1976, became an International Union Vice President in 1977, and was elected president of Local 14 in 1981. He continued to hold both positions at his death.

During his tenure at Local 14, he helped bring workers at several major companies and municipal agencies in Pennsylvania, New Jersey and Delaware into his union, among them workers at colleges, 600 employees of Ocean County, NJ, employees of major auto-rental firms, among others.

OPEIU International President John Kelly said of his long-time friend and colleague: "His contributions and dedication to the causes of white collar workers were a manifestation of his life's endeavors. Gerry was a man of much knowledge, wisdom and compassion. The OPEIU is indeed grateful to have shared so much of his life with him. And, our deepest sympathy go to his wife Beth, his son John Solomon and his mother Clara."

White Collar wins general excellence award

The International Labor Communications Association, representing labor union publications in the U.S. and Canada, chose *White Collar* as top winner in the overall general excellence category for international and national union publications with a circulation of 100,000 to 249,000. We are very proud of this achievement and the recognition.



U.S. Price Index

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

Year	Month	Index
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
	November	325.4
	December	325.7
1987	January	327.7
	February	329.0
	March	330.5
	April	332.3
	May	333.4
	June	334.9
	July	335.6
	August	337.4
	September	339.1
	October	340.0

Canadian Index

Statistics Canada
New Base 1981 = 100

Year	Month	Index
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
	November	134.7
	December	134.9
1987	January	135.2
	February	135.2
	March	136.4
	April	137.0
	May	137.8
	June	138.2
	July	139.2
	August	139.3
	September	139.3
	October	139.3

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 Beaugard, Sec.-Treas., 815 16th Street, N.W., Suite 606, Washington, D.C. 20006.

The holiday card design featured here was submitted to our card contest by Bebe E. Molina, member of OPEIU Local 30 in Los Angeles, California. Bebe won the \$50 prize; OPEIU won this attractive new card.