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

University of Bridgeport and Kaiser HMO workers join Local 153

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 Dagustino—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)
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 1978. As president of the council, he will represent 2,200 Washington State police officers.

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 Trippe.

With the addition of B.C. Rapid Transit in 1986, 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.

How to become a bounty hunter:

OPEIU is offering a reward to members who have served 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.
Nancy Reagan's breast cancer and surgery has drawn national attention once again to an issue that will face an estimated 120,000 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 1976.

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 women whose tumors are smaller than one inch are about 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, vertical 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 checkup.

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 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 88 percent of the time. Examiners can even find lumps not visible to the naked eye. But palpation—the doctor feeling the breasts themselves—is still a valuable tool.

A rising incidence of breast cancer among white men, "who have always had it so well in the economy," indicates that the problem is growing everywhere, and for every race 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 uneveness of that growth leaves millions falling further behind."

The study cities "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."

"Hunger is a growing public health problem among white people as well as minorities, and almost every state in the country," Brown said.

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.

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 ever 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, 2,500 families applied for food aid in the first four months of this year, up from 900 families in 1982.
- In Santa Clara, Calif., a food bank is serving 55,000 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 everywhere, and for every race 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 uneveness of that growth leaves millions falling further behind."

The study cities "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."

"Hunger is a growing public health problem among white people as well as minorities, and almost every state in the country," Brown said.

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 them- selves while parents work), the pressures of accommodate work hours to meet family needs, the prob lem 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 Kaboelian, executive director, Harvard University Trade Union Program; and Pat Reeve, associate director, Labor Studies Program, University of Massachusetts—Boston. In addition, Dennis Mitchell, public relations consultant, with Abamathy 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 (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 (Grono, 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).

To match these public reports, county workers, transit workers, parole officers, and workers from 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, Office and Professional Employees International Representatives Lois Cuciello, 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 Elkins, director, 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); 65 (Milwaukee, WI); 95 (Wisconsin Rapids, WI); 911 (Kankakee, IL); 325 (Fort Wayne, IN); 326 (Kenosha, WI); 391 (Chicago, IL); 393 (Flinl, MI); 441 (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 Gwenn Wells represented the International Union.
Conference delegates "negotiate" and "caucus" on family issues in Boston and Chicago
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!

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
Chief Executive Officer

American Income Life Insurance Company

For More Information, Contact:
American Income Life Insurance Company
P.O. Box 2608
Waco, Texas 76707
(817) 772-3050
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 15 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.

MEMBER ACTION FORM

Sign up now to guarantee your free travel benefits.

Name

Address

City State Zip

Telephone ( )

International Union

Local Union #

Participation #

Send this coupon to:
UNION PRIVILEGE TRAVEL PROGRAM
BOX 409 BOSTON, MA 02217-0409

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

Last call to apply for Howard Caughlin Scholarship

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

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

Name

Address

OPEIU Local Union

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

Application deadline—December 31, 1987

October-November-December 1987 WHITE COLLAR Page Seven
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 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.

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.