

WHITE COLLAR

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

No. 427

April-May-June 1988



Lansing General Hospital workers win Local 39 election

Service, maintenance and clerical workers at Lansing General Hospital voted 134 to 125 to join OPEIU Local 459 in Lansing, Michigan, OPEIU International President John Kelly announced. The election, held March 10, included more than 300 employees in 15 departments and capped an organizing drive which began last September.

The chief issues for the hospital employees were consistent application of work rules, job security and layoffs, working out of classification, pension improvements and an impartial grievance procedure. Wages and benefits were not a major issue, Kelly said, because the Lansing General Hospital's registered nurses are also OPEIU Local 459 members and their negotiated settlement set the wage and benefit pattern.

The hospital workers attempted to unionize before, said OPEIU Organizer Rosanna Knickerbocker, in the spring of 1985. However, hospital management effectively stalled the campaign through a number of appeals to the National Labor Relations Board (NLRB) over bargaining unit composition. The election, she said, was not held until September 1986, a full 18 months after the beginning of the campaign. The union lost by 30 votes.



The Lansing General Hospital organizing committee is pictured here. In the front row (left-to-right) are: Alice Starkweather, Irene Wabeke, Randy Smith and Rick Ransom. In the back row are Durette McNease, Kathy Martinez, Sue Glassbrook, Tony Patino and Colleen Cherry. Not pictured: Angie Mitchell, Steven Dillsworth, Jeanine Greenlee, Kelly Villarreal and Carmen Enriquez.

Initiatives underway in British Columbia against privatization

Three initiatives against privatization launched by OTEU (Local 378) members in British Columbia are underway.

At B. C. Hydro's Gas group, the OTEU and International Brotherhood of Electrical Workers 213 have established a Joint Council of Gas Employees to protect employees against the impact of privatization.

The Joint Council will meet with potential purchasers of the Gas Division and investigate what the various bid offers mean for employees and what implications they hold from a public policy viewpoint.

OTEU President and International Vice President Anne Harvey has also set up a special OTEU committee to research the effects of privatizing Hydro Gas, Rail and the Research and Development Labs.

Speakers are meeting with community groups around the province to inform gas and electric consumers of the consequences of privatization.

The special committee on privatization is chaired by OTEU Executive Board Member Ron Tuckwood, and Vice-Chair is OTEU Vice President Terry Herrett.

(Continued on page 4)

(Continued from page 4)

Workers at HIP win OPEIU representation

OPEIU has won a National Labor Relations Board election at HIP Network, Florida, among a unit of office clerical employees, announced International Vice President Michael Goodwin. The victory in the March 30th election resulted from an overwhelming 9-to-one vote for OPEIU representation.

HIP Network, Fl., is affiliated with the New York HIP plan—both health-care insurance providers.

Goodwin expressed the union's appreciation to Thomas Van Arsdale, president of the New York City Central Labor Council, and to all of the affiliated unions who responded to a call for help during the organizing campaign. He also thanked New York State AFL-CIO President Ed Cleary for his assistance and support of the effort.

Labor launches national media campaign—see page 6



Next Issue: Watch for Scholarship Application

Short takes on people



Local 57 fetes Casanova on her retirement

For 23 years Lucienne Casanova served OPEIU members especially Local 57 members in Montreal, Quebec. She served them in many ways—as local union secretary, as translator (of various documents, Convention proceedings, *White Collar*); as the Canadian Director's secretary. She even worked for the International Union on numerous projects. Her absence will leave a gaping hole—one hard to fill.

Pictured above at her retirement party, she was

feted by OPEIU International Secretary-Treasurer Gilles Beauregard, OPEIU Canadian Director Michael Rousseau, and International Secretary-Treasurer Emeritus and former Canadian Director Roméo Corbeil, among many others.

Her many friends arranged a trip to China for her in the coming year. "We all wish her the best and hope she enjoys her trip and her retirement," said International President Jim Kelly.

Local 29 install officers

On March 16, 1988, Local 29 in Oakland, California, installed its newly elected officers for a three-year term (to 1991). Those officers are President Ed Hanley, Vice President Elois Oakley, Secretary-Treasurer Ann Coughlin, and Recording Secretary Sandra Pritchett.

The new executive board is composed of the following: Bill Delucchi, Carole King, Jim Ware, Beth Kean, Claudia Wilson, Sandra Lemmons, Susan Mar-

tinson, Maureen Fischl, Paulette Carney, Jo Anne Valdez, Holly Carney and Jeanette Barnett.

Trustees are Phyllis Willett, Carol Song Smith, and Elizabeth Alonso-Kilmurray. Pension trustee is Edy Withington, while health and welfare trustees are Dick Delaney, Jan Eakle and Marilyn Berger.

Staff are Senior Representative Dick Delaney and Representatives Linda Clark, Georgia Dobbins-Callahan, Leo Handy, Jr. and Eileen Preston.



Local 29's officers and staff prepare to take the oath of office from Alameda Central Labor Council Executive Secretary-Treasurer Steve Martin.

Local 6 member seeks county office

Marilyn M. Lee, an attorney and Franklin County law librarian and a member of OPEIU Local 6 professional unit at the Greenfield Superior Court, has announced she is seeking the Democratic nomination for Clerk of Courts in Franklin County.

Lee has been an active member of the local, having served as a member of the professional unit negotiating committee and a shop steward since the judicial professionals affiliated with Local 6.

"Lynn" as she is known to friends and coworkers has a long history of activity in community affairs. She is presently vice-chairman of the Greenfield Planning Board; a member of the Greenfield long-range advisory committee; a member of the Growth Management Study Committee; a vice president of the Massachusetts Junior Society for the Prevention of Cruelty to Children in Franklin County and vice-chairman of the Greenfield-area League of Women Voters.

Lee was a classmate of Governor Dukakis, graduating with a B.A. degree in Political Science from Swarthmore College. She then received her J.D. from Western New England College of Law in 1985 and passed the Bar in 1986.

Anticipating a contest in both the primary and the election in November, Lynn seeks and deserves the full support of all Local 6 members eligible to vote in the primary on September 15, 1988.

Bob Nash retires from Local 95

One familiar face will be missing from our next Educational Conference of the Midwest District, said Mike Salmon, Local 95 business representative. January, 1988, was a sad month in the history of Local 95 in Wisconsin Rapids, WI. That was the time of retirement for Bob Nash, long-time secretary-treasurer of that local for 29 years.

He first held office as assistant treasurer in 1959, two years after entering the union from a mill job. In 1960 he filled in as president, for a short time, but really found his niche when he was elected secretary-treasurer in 1961. He remained in that capacity until his retirement, Salmon said. "He has been one of our most dedicated members; always there when someone needed him. We have drawn on his memory and wisdom many times. He will be greatly missed by all of Local 95, but particularly by the executive board, with whom he worked so closely. We thank Bob for his years of hard work and dedication. Bob, we will miss you!"

One hundred and forty-five people attended his retirement party.



Short takes on people

Woman of the Year—1987

Last issue we had a short on Kathryn Lee, president of Local 339 in Akron, Ohio, who was honored as Woman of the Year for 1987. We did not have a photo at the time, so take the opportunity of printing this one now. Again, congratulations, Sister Lee!



Local 15 holds retirement party

Local 15 in Vancouver, British Columbia, held a retirement party on January 15, 1988, for three retiring members: **Muriel Whalen** (with 33 years of service), **Freda Fordyce** (30 years), and **Madeline Granger** (21 years).

Each of the honored guests received a gift with an engraved message from Local 15. Secretary-Treasurer Opal Skilling gave the appropriate accolades to each of the retirees. Dolores Roberts and Vicki Grazier gave special speeches to Freda Fordyce with whom they worked in Local 15's office.

"Most of us worked together in various trade union offices in the old labour temple on Broadway. It was a 'gala affair' with dinner and a special cake centering the table," Skilling said.



At the Local 15 retirement party were (left-to-right) Muriel Whalen, Madeline Granger, Freda Fordyce, and Secretary-Treasurer Opal Skilling, standing.

Pictured here are Local 29 Retiree Club President Edy Withington (left) and Treasurer Phyllis Jackson.



Local 29 retirees keeping active

International Representative Jesse Bridgewater reports that "Local 29 member Edy Withington has developed a good group of retired Local 29 members who are hungry to maintain their relationship with OPEIU."

"I spoke at their last meeting encouraging them to maintain a close relationship with the union. After all, they are valued members to us," Bridgewater said.

In the meantime, the retired Oakland, California members appear to be having a great time, enjoying

each other's company. On Tuesday, March 15, 1988, they held their Local 29 Retiree Club Luncheon.

Currently their officers are Edy Withington, President (formerly Local 29 President, 1976-1982); Marilyn Moore, Vice President (formerly Local 29 Secretary-Treasurer, 1950-1956); Phyllis Jackson, Treasurer (formerly Local 29 Dues Clerk); and Ruth Martin, Recording Secretary.

The Club is affiliated with FORUM and the Congress of California Seniors.

Lodato wins scholarship

OPEIU member Jim Lodato has been awarded a scholarship by the Canadian Labour Congress to attend the Labour College of Canada, May 15th through July 15th, 1988, announced Local 15 Secretary-Treasurer Opal Skilling.

"Lodato has availed himself of most labour educational studies, including the Harrison Winter School," she said.

As Director of Construction and Commercial, Component "D" of Local 15 Executive Board since

November, 1987, this scholarship will enhance his knowledge of the labour movement in general. Lodato, a computer operator, is an employee of CU&C Health Services Society.



Jim Lodato

Orr to head TVA panel



OPEIU International Representative Faye Orr has been elected Panel Secretary for the Tennessee Valley Authority employees. The TVA Panel bargains for 13,000 white collar employees in five unions at TVA. Orr (third from the left in the photo below) appears with representatives of the other unions. Left-to-right they are Sam Gross, president of the TVA Association of Professional Chemists &

Chemical Engineers; Brian Charlesworth, panel representative, OPEIU; Orr; Jim Eickman, executive director of TVA Engineering Association; Charles Gray, president, TVAEA; Gary McPherson, president of SEIU Local 544; and Nat Tate, alternative panel secretary and president of the Public Safety Service Employees Union.



Workers suffer under "right-to-work" for less

by John Kelly, International President

"Right-to-work" keeps rearing its ugly head in a number of states, forcing unions and those who care about American working people to spend scarce time and resources fighting for its defeat.

For those unfamiliar with this infamous and regressive piece of legislation, it is seriously misnamed. It does not guarantee anyone anywhere the right to a job or to work, instead it by-and-large guarantees workers the right-to-work-for-less than union workers.

"Right-to-work" basically allows workers to become "free riders." That is, they can choose not to join a union even after a majority of workers have voted for union representation. And, in fact, they can choose not to contribute in any way to the costs of collective bargaining and representation, even though they benefit.

Needless-to-say, this seriously undermines the bargaining unit's strength at the bargaining table. In addition, local unions easily become financially depleted defending "free riders" in the grievance process at union members' expense. This only works to the advantage of corporate management; all workers suffer.

It is much akin to shooting oneself in the foot as well, since these "free riders" have no rights to vote on union contracts, in elections, or on the governance of the union in any way.

But, far more devastating for these and all workers in the right-to-work states is the effect on their income and living standards as a result. Just a few statistics should make the point.

Right-to-work-for-less

In the non-"right-to-work" states personal per capita income in 1986 (according to the U.S. Department of Commerce) was \$15,485, compared to \$13,064 in "right-to-work" states—a 15.6 percent dif-

ference. Eleven of the non-"right-to-work" states were 38% above the national average.

Poverty rates in "right-to-work" states was 17.1% of the population, versus 14.2% in non-"right-to-work" states. And, similar comparisons spill over into other areas.

In terms of public school education: non-"right-to-work" states expend \$3,949 per pupil per school year, whereas "right-to-work" states spend only \$3,233. Seventeen states that are non-"right-to-work," in fact, are 59% above the national average.

Eighteen non-"right-to-work" states exceed the national average for teacher salaries, emphasizing their dedication to educating the country's youth. The average teacher salary in non-"right-to-work" states was \$28,350 in the 1986-87 school year, versus \$23,876 in "right-to-work" states.

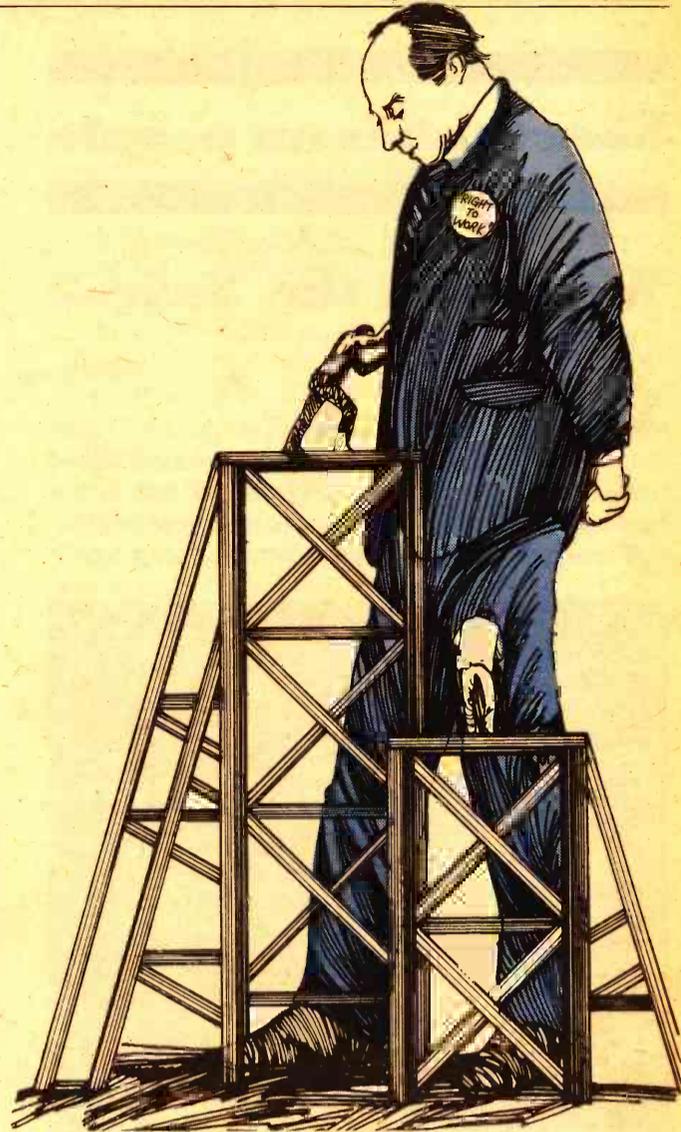
The sales tax is a "regressive" type of tax which hits hardest at people with the lowest incomes. In 1985, sales taxes averaged 48.8% of state tax collections for the U.S. as a whole. In "right-to-work" states, sales taxes made up 58.1% of collections, as against 45% in non-"right-to-work" states.

In terms of unemployment insurance; 53% of the non-"right-to-work" states provided \$200 or more maximum weekly benefits in 1987. Only 10% of the "right-to-work" states did.

In terms of workers compensation, 57% of the non-"right-to-work" states provided \$330 or more in maximum weekly benefits for temporary total disability, versus 24% of the "right-to-work" states.

Ninety-seven percent of the non-"right-to-work" states have passed minimum wage laws. Only 64% of the "right-to-work" states have.

A number of states have recently passed laws prohibiting or limiting employer use of lie detector tests, legislation supported by OPEIU. Out of the 23 states with such legislation to protect working people, only

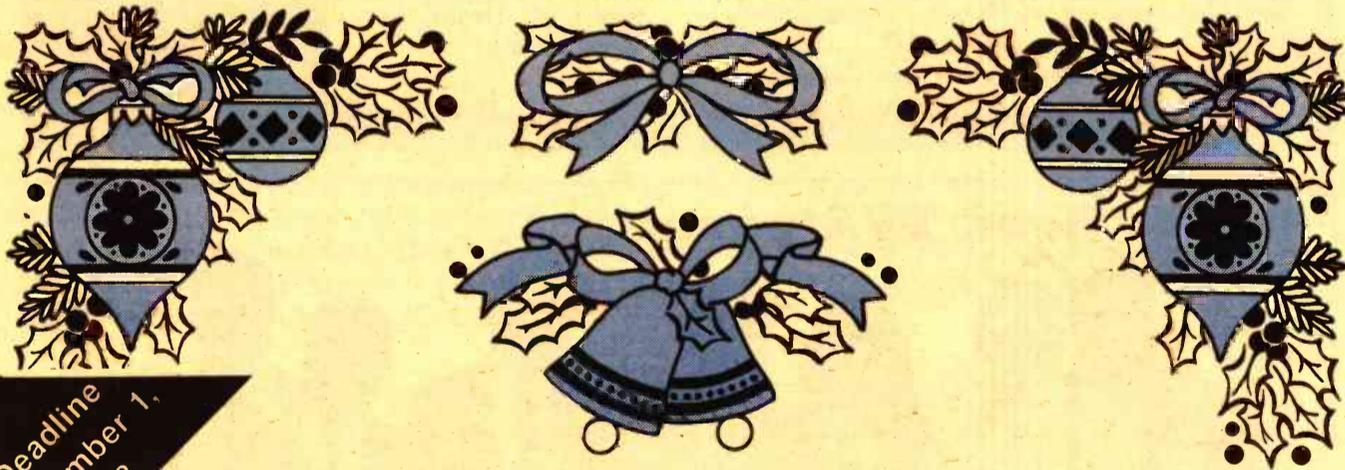


two are "right-to-work" states.

By 1986, 30 states had enacted some form of "right-to-know" legislation, providing for workers access to information about dangerous substances in the workplace, such as toxic chemicals, infectious disease agents, and radioactive materials. A whopping 73% of the non-"right-to-work" states enacted these laws; only 38% of "right-to-work" states did.

And, the list goes on...

The numbers speak for themselves. Wherever, "right-to-work" is put on the ballot, we as representatives of working people must fight it. All of us as American workers have a stake in the struggle.



Deadline
September 1,
1988

Christmas Greeting Card:

OPEIU is looking for Christmas card designs to use for the Union's official 1988 Christmas cards. Work-related, holiday themes—all—are accepted.

OPEIU wants to hear from our members on the new design. The winner will receive \$50 and acknowledgement on the cards for the design. Only OPEIU members and their families are eligible to enter.

Bebe E. Molina, member of Local 30 in Los Angeles, submitted 1987's winning design.

The deadline for entries is **September 1, 1988**. Please attach the form provided and send your entry to:

Greeting Card Contest
OPEIU White Collar
265 West 14th Street
New York, N.Y. 10011

OPEIU CONTEST
Entry Form (please print)

Name _____

OPEIU Local Number _____

Social Security Number _____

Address _____

City _____ State _____ Zip _____

Employer _____ Work Location _____

Job Classification _____

I understand that all entries become the property of the OPEIU.

Signature _____

Please return entry to:
OPEIU Card Contest, White Collar
265 West 14th Street
New York, N.Y. 10011

OOPS—We Goofed!

We mistakenly identified Pat Austin of Local 13 in St. Louis as Pat Allen in her by-line for the Wanted Poster. We apologize to Sister Austin.

U.S. Price Index

U.S. Bureau of Labor Statistics
New Base 1982-84 = 100

1986	
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
November	340.4
December	340.2
1988	
January	341.0
February	341.6
March	343.0
April	344.7

Canadian Index

Statistics Canada
New Base, 1981 = 100

1986	
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	139.8
November	140.4
December	140.5
1988	
January	140.8
February	141.3
March	142.0
April	142.5

* The old CPI-W (U.S.) figures are being replaced with a new series (New base 1982-84 = 100). We will continue to publish the old while everyone converts it.

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.

Local 174 members protect studio cats

by Karen Murphy, Local 174 member

Louie, who has worked 13 years at The Burbank Studios in the special effects shops, likes to greet all executives, producers and movie stars by rubbing against their legs.

While he takes catnaps in the afternoon, Louie faithfully patrols the studio backlots at night looking for mice, rats and other rodents. He is a Hollywood cat or, in studio lingo, a rodent control officer.

Elyse Mayberry, a Columbia Pictures secretary and OPEIU Local 174 member, has founded a volunteer group called "Cats At The Studios" or Cats, Inc., a non-profit organization dedicated to feeding and providing medical attention to Louie and his fellow felines.

Mayberry and other studio employees arrive at work two hours early each morning to feed the 32-plus

However, the felines' future may now be in jeopardy again.

"We control the population growth by spaying or neutering the cats. In fact, nearly 80 percent of all the studio cats are spayed or neutered. But The Burbank Studios' management has recently asked us to reduce the (remaining) population by 75 percent," said Mayberry.

Mayberry, DeGrazzio and other studio employees have organized an adoption service to place tame cats in loving homes. The adoption fee is \$35, and all cats are healthy and spayed or neutered.

"Our group doesn't make a profit, but we do charge a small fee because this is a throw-away society. People don't respect what they get for nothing," she said. The group's efforts recently paid off at two recent cat shows where 18 felines were adopted.

gallons of cat food every week to regular feeding stations.

"The studio doesn't have a rat or mouse problem. Some people think our feeding the cats will discourage them from killing rodents. That's not true. Cats hunt because of instinct," said Mayberry, pointing to a scientific study conducted by Dr. Paul Leyhausen whose research proves that cats hunt and kill for the sport, not necessarily for hunger.

Mayberry admitted the cost of feeding and providing medical attention is "catastrophic." In fact, the group is searching for a cat food company to donate food.

"We're a non-profit group but some weeks we spend money out of our paychecks to feed the cats. Without donations and checks, we couldn't continue," she said. (Their address is CATS, P.O. Box 1843, Burbank, CA 91507.)

Louie, the 18-pound mascot of the special effects shop, is a perfect example. He has never won a fight in his life—against other cats or even raccoons and opossums which also roam the studio.

"Louie is good for at least \$300 worth of veterinarian bills a year," said Marcel Vercoutere, a special effects man who has been Louie's guardian for five years. But Vercoutere added the vet bills used to be higher when Louie was younger and feistier.

Then there is Neil Diamond.

"I saw Neil Diamond walking across the parking lot, and he looked awful," Mayberry said of a cat with four diamond markings on its forehead. "He's been in a terrible fight. His ear is practically chewed off. We need to set a trap."

Mayberry quickly explained the traps are a harmless method of capturing the wild cats in order to give them medical attention.

DeGrazzio, who knows Neil Diamond only too well, shook his head paternally, "He probably tangled with a racoon."

Mayberry said most studios keep cats on their backlots. There are branches of CATS, Inc. at 20th-Century Fox, Paramount, Lorimar and underground movements at Universal and Disney.

Other Local 174 members who belong to CATS include: Teri Christopher, Erika Kolesar, LeAnne Katz, Sandi and Laura Levinsky, April Ray Nell, all Columbia employees; Lucy Powell, Karen Tucker, Denise Clifford, and Brenda Gluck, all of Fox.

Chris Connell, first-aid nurse at the Ranch, has converted an old facade once used for the TV show "Fantasy Island" into a cattery where she tames the animals before adoption.

"Blue is 25-years old, and is the official greeter at the Ranch. He loves to sleep in the first-aid truck," said Connell. Blue gives the impression of leading a charmed life with a small pink doghouse-turned-cathouse equipped with a heating lamp for cold nights. Although he is too old to hunt, Blue still fancies himself a mouser.

Like the movie business, it's in his blood.



At right, Elyse Mayberry, a Columbia Pictures secretary and Local 174 member, founded "Cats At The Studios" or CATS, Inc. in 1984 to help provided food and medical attention to wild cats that patrol The Burbank Studios' backlots. Here fellow CATS members Bonnie Duehring and John DeGrazzio join Mayberry. In the background is a miniature battleship used as a prop in various movies. (See page 8 on how to submit copy for the "Wanted Poster.")

team of cats that prowl The Burbank Studios, home of both Warner Brothers and Columbia Pictures. The feline force also patrols the Ranch, The Burbank Studios' backlot located a few blocks away, where "Fantasy Island" and other shows have been filmed. In all, the animals police 32 acres.

In the 20s, movie mogul Jack Warner brought cats onto the lots to control the rodent problem. According to Hollywood legend, a "Kitty" Kitty was atop Warner's desk and he encouraged visitors to contribute to the animals' fund. Today, descendants of Warner's original cats still patrol the backlots and sound stages of "Designing Women" and "Night Court."

Mayberry said the group also controls the cats' population growth by spaying or neutering them. Before this measure, the studio management brought in a rodent extermination company.

John DeGrazzio, a studio locksmith and a member of CATS, recalled, "The extermination company was called in to trap the cats and then take them to the Burbank Humane Society. But on a security patrol, a studio guard found a trap with the skeleton of a cat. Apparently the extermination company overlooked a trap."

When asked if the adopted cats were the cream of the studio crop, Mayberry smiled, "No, these are just what we could catch. Most of the cats roaming the studio are wild, but we try to tame them before they're adopted.

How do you tame a wild cat?

"First, you trim the cat's nails. Then give it a bath because the cat thinks you're going to drown it. Then blow dry it because it thinks you're going to cook it. When he's still alive—after all this—he's in love and trusts you," said Mayberry, who has tamed dozens of cats.

Although some people are reluctant to adopt deaf cats, Mayberry finds good homes for them too. "I have a deaf friend who loves cats, and she has deaf friends looking for deaf cats," Mayberry explained.

Among the celebrities who have adopted from CATS are Pam Dawber ("My Sister Sam"), Annie Potts ("Designing Women") and David Hasselhoff ("Knight Rider"). The group's supporters include Clint Eastwood, Goldie Hawn, Bruce Boxleitner, Bob Barker and Richard Chamberlain.

When Mayberry and other CATS members arrive at work, some do "poop patrol"—picking up cat excrement to avoid complaints from the studio management. While others do "bucket brigade," delivering

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OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION
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JOHN KELLY **GILLES BEAUREGARD**
President Secretary-Treasurer

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Managing Editor



PRINTED IN U.S.A.

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

Work and Health
by Press Associates, Inc.

Generic drugs

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

Director, Western Institute for
Occupational/Environmental Sciences

Generic drugs can save you as much as 50 percent or more over brand-name equivalents.

Are they safe to use? Will they work as effectively?

The answer to both questions is "yes"—backed up by a recent report by the U.S. Food and Drug Administration (FDA) in Washington.

The federal agency said the physicians can "feel secure" that any generic drug approved by the FDA as therapeutically equivalent to the brand-name drug "will provide the same intended effect" in patients.

The FDA's "Report on Bioequivalence of Generic Drugs" was issued after more than a year of study by a special task force assigned to analyze the testimony presented at a three-day scientific conference held by the agency in the fall of 1986. The report also took into consideration all the data submitted after the meeting.

More than 800 experts for academia, industry, medicine and government participated.

This reassuring report will be good news for millions of Americans who have to take prescribed medicines over long periods of time for chronic conditions such as high blood pressure, arthritis and others. It should be especially welcome for the elderly, low income patients and anybody interested in keeping down the high cost of medical care.

Labor unions, consumer groups and others have done a good job in educating their members about the whole field of generics. Getting a generic drug, however, is a bit more complicated than picking up a no-frills-label can of beans in the generic section of your grocery store.

For one thing, even though your doctor may have written you a generic prescription, the drug may not yet be available generically. Drugs are like inventions—they can be patented. A patent is good for 17 years, which means that for that period of time the drug maker is protected from the competition. Until a drug "comes off patent," you can't buy it except under the brand name.

In other cases, even though the patent may have run out, maybe a generic manufacturer figures the market is not big enough for a particular medicine to set up production.

But let's say a generic drug maker decides to go for it and establishes the firm's ability to produce a chemically identical product to the original—now no longer protected by a patent.

There can be another complication. The generic maker can market the medicine either under its generic name—or under a new brand of its own creation! Furthermore, this manufacturer can sell its ready-made tablets to other firms, which, in turn, can slap their own labels on the bottles.

Under generic substitution laws in many states, pharmacists are allowed to substitute one brand of generic drug for another if the pharmacist deems this necessary for reason of better quality, lower price, or simply what's in stock.

This is not as risky as it may sound. Before any generic drugs can be marketed, they must be proven to deliver the same therapeutic effect to patient by acting in the body in the same manner, and to the same degree, as the brand-name product. This is demonstrated by comparing bioequivalence, or the amount and timing of the actual release of the drug into the bloodstream.

One last hurdle to getting lower-priced generic drugs may be your doctor. Some still balk at prescribing them. Before he or she writes your prescription, ask what the drug is—not just the brand name—and whether it's available generically.

Remember, you have the scientific evidence from the FDA on your side that less expensive drugs are just as safe and effective as name brand drugs. Stick to your guns.



Washington Window

The evolution of union-busting

by Press Associates

For years, workers have told Congress that the labor laws of a half-century ago no longer protect their right to choose a union in the face of new employer techniques to thwart organizing and bargaining.

At a recent hearing before the House Labor-Management Subcommittee, Mine Workers Local 2274 President Bob Dixon presented a profile of the new corporate union-buster.

The company he described, Pittston, is not unique. Other workers related similar stories. Workers in almost every industry—from auto parts manufacturing to transportation—know the problem well.

The UMWA enjoyed what Dixon called a "mature" bargaining relationship with Connecticut-based Pittston at least until 1984. That was the date of the last Bituminous Coal Operators' Association pact with the union that Pittston signed.

After that contract, Dixon said, the company began creating "a complex web of coal mining subsidiaries, holding companies, and land companies under the parent's umbrella." The "corporate maze," as he called it, is composed of at least 32 subsidiaries throughout Virginia, West Virginia and Kentucky.

The new subsidiaries are non-union, Dixon said. The union found by checking county courthouse records that the parent company shifted millions of tons of coal reserves from union to non-union operations, he said. In 1986, the company reported that union subsidiaries lost 52 million tons of coal reserves, while the non-union operations gained more than 44 million tons of new reserves, he said.

For example, Dixon said, in 1986 Pittston Created Pyxis Resources Co. to serve as the parent for its non-union coal operations. Clinchfield Coal, the union company for which Dixon worked in Virginia, sold substantial reserves to Pittston for \$10. Pittston then deeded these same coal reserves to Phxis for \$10, he said.

Similarly, Pittston reassigned coal orders formerly filled by union operations to non-union operations, Dixon said. He said Clinchfield lost the coal order for the Tennessee Valley Authority to the non-union Pyxis.

In another move, Pittston created an extensive system of leasing and mining agreements

with small coal operators with their own non-union workforce, Dixon said.

These maneuvers left only 2,000 UMWA miners working at Pittston companies, with 4,000 laid off, Dixon said. Then in 1987, the company formally withdrew from the multi-employer bargaining group and refused to sign the BCOA's 1988 agreement with the UMWA. That five-year agreement provides UMWA members with transfer rights and preferential hiring rights at any leased or subcontracted mines and would have offered Pittston a potential \$10.5 million in savings, he said.

Instead, Pittston demanded to negotiate separately, and the company launched the usual array of anti-union maneuvers, Dixon said. He said the company began a public relations blitz of local newspapers, refused to sign a contract extension while negotiations continued, hired a "security firm," Asset Protection Team, run by Chuck Vance, the former Secret Service agent who married President Ford's daughter, and transformed coal mines into "armed encampments."

The company laid off enough people at Dixon's McClure, Va., mine to make sure he and the union committeeman were included, Dixon said. The company ended dues checkoffs and dues collection at the local union office on the company's property and stopped the 24-hour, all-week monitoring of methane gas, an important safety operation, he said.

The most heartless blow came the day the contract officially expired. The company cut off health care coverage and burial benefits for more than 1,200 Pittston retirees, widows, and disabled miners. Remember, this is the coal industry and many of those retirees suffer from black lung disease.

Obviously, companies like Pittston are not just worried about productivity gains and similar economic rationalizations. Dixon said that Pittston coal miners increased productivity 60 percent since 1984.

Workers' testimony before Congress and all over the nation demonstrates that such companies want a non-union workforce. And employers know that current labor law and an Administration hostile to labor will not prevent them from destroying workers' rights.

Privatization's effect on women

Privatization is part of Canada's right-wing push to get the government out of the economy and to transfer jobs to the private sector. Governments are trying to do this both through selling of crown corporations to private interests and through contracting out operations and services now carried out in the public sector to private operators.

The transfer of jobs to the private sector will have serious consequences for women. Studies such as those by sociologists Monica Boyd and Elizabeth Humphreys have shown that wages and working conditions are generally much better for women in the public sector than in the private sector. The wage gap between women and men is narrower in the public sector. Our labor movement can take a lot of credit for this.

Contracting out of services and increasing reliance on the voluntary sector will also have a major impact on women. Women are both the providers and the users of these services. First of all, it may often be women's jobs that are contracted out. Then when the needed services are not being provided through the public sector, it is often women who are expected to take up the slack; as volunteers helping

out in schools, hospitals or day care centres; or as family caregivers, providing, in their homes, unpaid services that were previously public services is one with which workers in British Columbia are particularly familiar.

Many women have been socialized to believe that volunteering to work without pay is a good way to serve their communities. But the expectation that women will do this may put them in an untenable position to their trade union sisters who may have been displaced by contracting out.

Cutbacks in social services, which are part of the right-wing approach to reducing the role of government, hurt women in other ways too. Funding for transition housing, women's centres, health clinics and other services women need has been eliminated. [These comments were produced by the CLC's National Women's Conference.]

OPEIU local unions in Canada—particularly in Saskatchewan and British Columbia—are conducting public campaigns to inform the general public of the true impacts of programs like privatization and to mobilize support in opposition to these regressive measures.

CLC 6th biennial national women's conference Ottawa, Ontario January 27-30, 1988

by Susan Fisher, Local 378

The CLC Women's Committee had prepared a discussion document which was mailed to all delegates to prepare for the conference. This document outlined our framework for discussion, both in our workshops and plenary sessions. Both the documents and the conference brought a heightened sense of awareness to all delegates, the two paths which may be taken where women are fighting for equality:

"One leads backward: to the way things used to be, through policies based on outdated viewpoints of traditional ways of doing things. The other leads forward, with progressive and innovative solutions from the difficulties faced by women."

It was extremely important that all delegates understand and identify where the challenge to our equality is coming from in order to plan our strategy for change.

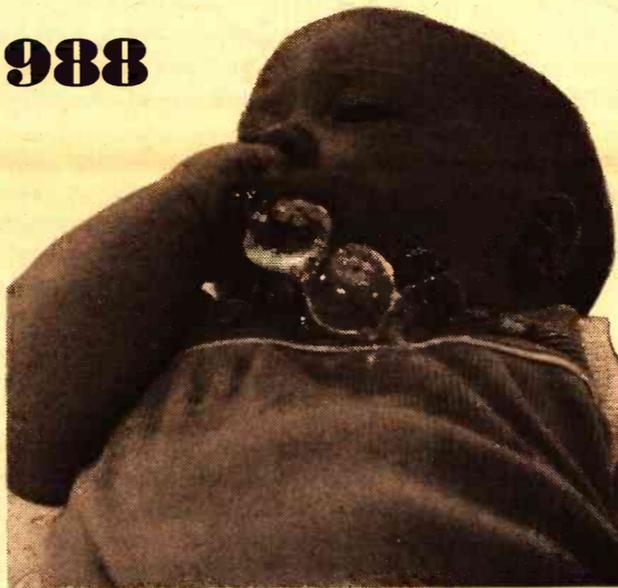
Why are we facing this challenge to our equality? Global economic recession, technological change, increased participation by women in the paid labour force and right-wing government initiatives and policies (deregulation and privatization), form the basis to our challenge.

Fundamentalists groups such as R.E.A.L. Women and the National Citizens Coalition want to turn back the clock and return women to their "traditional role."

In the Conference document and specifically in the workshops, time was well spent identifying the conservative view of the economy, "the individual interest rather than collective action and responsibility."

Delegates identified specific individuals and groups within Canada who have gained support and/or notoriety, have effected regressive economic and/or social policies, either nationally or provincially and more importantly, the manner in which they have achieved these goals.

The Conference document identified three specific areas for trade union women to develop strategies to ensure continued progress toward equality. The three areas are: social issues, economic issues and human rights.



Social issues

The Canadian Department of Finance identifies the "typical taxpayers" as a man, whose wife does not work outside the home and has two children. In fact, this typical taxpayer represents only 16% of all families in Canada, a decrease from 65% in the early 1960s.

The Canadian Government has done very little to recognize this and other major social changes. It is left to progressive groups, and historically the labour movement, to fight for progressive social policies.

With 56% of mothers with children under three in the paid workforce and with 73% of all women in the age group likely to have children, in the workforce; decent affordable childcare, paid parental leave and leave for employees with family responsibilities must be implemented in our union policies and negotiated in our collective agreements.

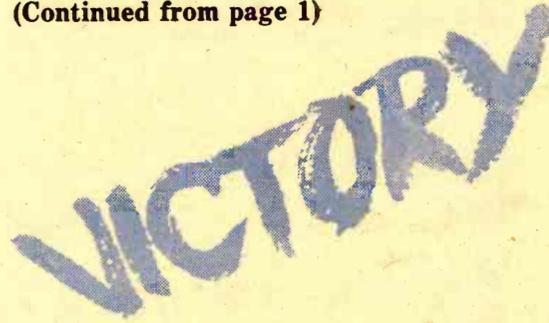
Trade unions, community coalitions and national action groups are formidable when we work together. We must continue with our pressure on government. Childcare should be an essential public service.

Women want to be involved in their unions and in political action groups. We want to work for our equality. We are forced, however, with our multiple responsibilities (family, work, union) to limit our activities. Shared family responsibilities and shared

(Continued on page 5)

Lansing General

(Continued from page 1)



importantly getting these supporters to the polls on election day," she said.

Overall the campaign was a quiet one, she concluded, with little management counter-campaigning until three weeks before the election. The hospital then launched a vicious counter-campaign, including a "Union Equals Strike" smear pamphlet, mandatory one-on-one meetings between employees and management personnel, and a number of anti-union mailings. Management also attempted to disrupt the election by intimidating the union's observer and failing to release dietary employees to vote.

The tactics obviously were not successful. Employees refused to believe management and remembered its failure to keep promises made in the 1986 campaign. They realized, Knickerbocker said, that representation by OPEIU was the only viable solution to their on-going problems.

With the election won, the next step for these new OPEIU Local 459 members is negotiating a contract. Elections for bargaining unit negotiators and the preparation of contract proposals is currently underway. Knickerbocker said the emphasis will be on gaining protective language on all of the organizing campaign issues.

British Columbia against privatization

(Continued from page 1)

The OTEU has also been working with the Vancouver and District Labour Council and the B.C. Federation of Labour. A coalition has been formed between unions and community groups to fight privatization as a public policy issue.

The coalition has produced leaflets about privatization which are being distributed by labour councils throughout B.C.

Joint Council

The Joint Council of Gas Employees (JCGE) was set up following a management attempt to solicit union members' support for an "employee" bid to buy out the Gas division.

The executive management people who set up the buy-out committee wanted unionized employees to invest their money in a bid offer. However, they were not prepared to give union members an equal say in the process of putting the bid together or negotiating with potential buyers.

An employee group bidding on the Gas division would have to raise substantial financing. With a total of 860 employees and assets of \$600-800 million, the bill would run at almost \$1 million per employee.

When gas workers in the OTEU and IBEW 213 at Hydro were unable to negotiate proper employee representation, they held a joint stewards meeting in December to establish JCGE with the following terms of reference:

- To protect existing collective agreements and maintain union recognition.
- Investigate share ownership plans.
- Investigate employee representation on management decision-making bodies.
- Meet with potential buyers and government to investigate the terms and condition of bid offers.

The Joint Council has hired a financial consultant to advise them in their dealing with bidding firms.

We look forward to reporting successes of both the committee and Council.

CLC women's conference

(Continued from page 4)

domestic labour would allow more women to become active. There is no program to implement this type of family progress. We must educate our members through our newsletters, conferences, committees and policies.

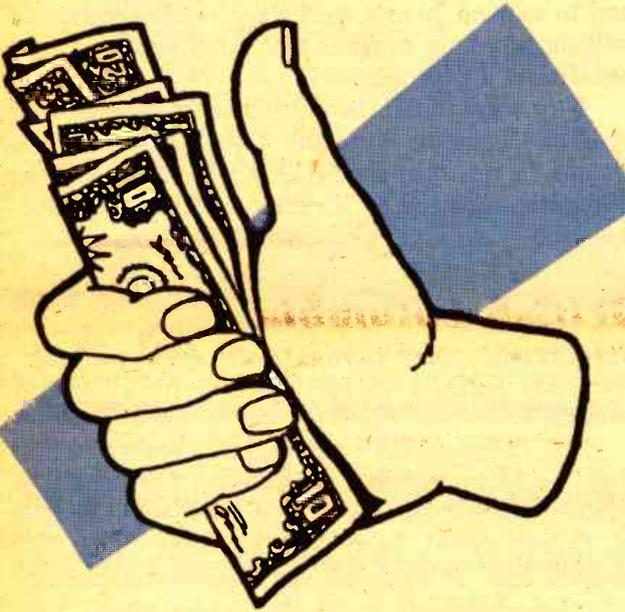
"If family responsibilities are not shared, unions are robbed of women's involvement."

Economic issues

The trade union movement across Canada is under attack. Right-wing governments such as the Social Credit government in British Columbia is one of the best examples of what political apathy and lack of understanding and education of the population, will elect.

It is a fact that unemployment rates are higher for women in every province in Canada. It is a fact women are greatly underrepresented in all training programs, and it is a fact that more women work part-time (when they want full-time work). "Women want paid employment for all the same reasons men do."

Increased part-time work has created serious problems. Some unions have not organized their part-time workers. We must rectify this immediately. Part-time work is here to stay and the trend is growing. We must organize our part-time labour force, negotiate pensions and benefits and ultimately



negotiate shorter working hours with no loss of pay, for those workers who need it.

Failing to meet the needs of part-time workers will ultimately result in much more rapid growth in this trend with severe repercussions on full-time jobs. Many employers are no longer hiring full-time employees to replace full-time employees who leave their job. To halt this trend, collective bargaining of this issue and strong contract language must be negotiated, specifically the hiring requirements for replacement of employees.

Women employed in the public sector receive better wages and have improved working conditions compared to women in the private sector. Privatization will have serious consequences for women. In British Columbia there are over 200 Crown Corporations up for sale. Workers are being pressured to buy their jobs.

The contracting out of jobs, the high unemployment and pressure to bid for jobs and accept lower wages, the pressure on women to volunteer in hospitals, schools and nursing homes and the erosion and/or disappearance of benefits are the effects workers will face from privatization.

It is important for unions to educate the public and work with community groups to help people understand the consequences of privatization. Privatization costs not only unions, but the consumer.

It is imperative we increase pressure on the government to halt these actions. At the very least, we must, by all means available, hinder the implementation of these backward thinking programs. Ultimately, a change in government must occur.

Saskatchewan under attack, episode II

by International Vice President W. P. Wittal

Dire predictions are coming true—and more: public assets worth millions of dollars sold off for 10 cents on the dollar; thousands of public employees laid off; passage of Bills 46 and 47 overriding the Trade Union Act and depriving employees of their union and of their collective agreements; privatization of public services; establishing non-union crown corporations; the giveaway of millions of dollars in tax holidays to all the oil companies and big business; and a provincial deficit that rose from zero in April 1982, to a staggering \$3.2 billion in 1987.

In successive years since 1983, Local 397 has been fighting off contracting out, layoffs and two-tier wage systems on all fronts—in court, at the Labour Relations Board, and at the bargaining table. We now are facing the threat of privatization of Saskatchewan Government Insurance and the passage of Bill 49 which

would decertify the union and strip our members of their collective agreement.

We have actively opposed this privatization by conducting a public campaign. The program of action included radio and newspaper ads, distribution of a fact pamphlet to the public, press releases, interviews, meetings, and public opinion polls. The public response to our campaign was tremendous with support to keep SGI a crown corporation running at about three-to-one. Labour support has rallied and their efforts, as well as ours, continue in this important struggle. A province-wide privatization conference was held on February 12th and 13th. The level of participation made it an overwhelming success.

As well, the negotiations at SGI began and Local 397 is attempting to bargain a new contract. Reaching a settlement will be difficult as the company has proposed roll-backs in various areas of the contract, as well as a zero-salary increase for two years.

Local 397 will continue its efforts to insure the best interests of not only our members but also those of the insuring public are protected.

Human rights

The CLC Human Rights Committee made a statement we need to remember:

"Discrimination and prejudice are in direct conflict with the underlying principles of the labour movement. When some citizens are deprived of their rights, everyone's rights are threatened."

In B.C. the Human Rights Commission was dismantled, public sector wage restrictions were implemented and archaic labour legislation was designed to make organizing our unorganized workers prohibitive. All of these right-wing actions repress our basic human rights.

Nationally in Canada, the Mulroney government blamed pressure from the general public as its basis for introducing restrictive legislation on immigrants and refugees. The government and other right-wing organizations tried to make us believe immigrants and refugees are in a large part, to blame for unemployment and other social and economic problems in Canada.

We should educate our union members on these tactics, we must organize more workers and we must implement collective agreement language to combat racism and establish affirmative action programs for minority groups.

Conclusion

It was reassuring to meet women from all regions of Canada who were newly active in their trade

unions. Many of us who have been involved for a number of years have felt the backward slide with respect to women's participation. We know the problem is primarily the triple burden women carry, made considerably greater these days with unemployment and in particular the severe shortage of decent affordable childcare.

This Conference played an important part in bringing together a cohesive picture of regional similarities, ideas, policies and plans of action.

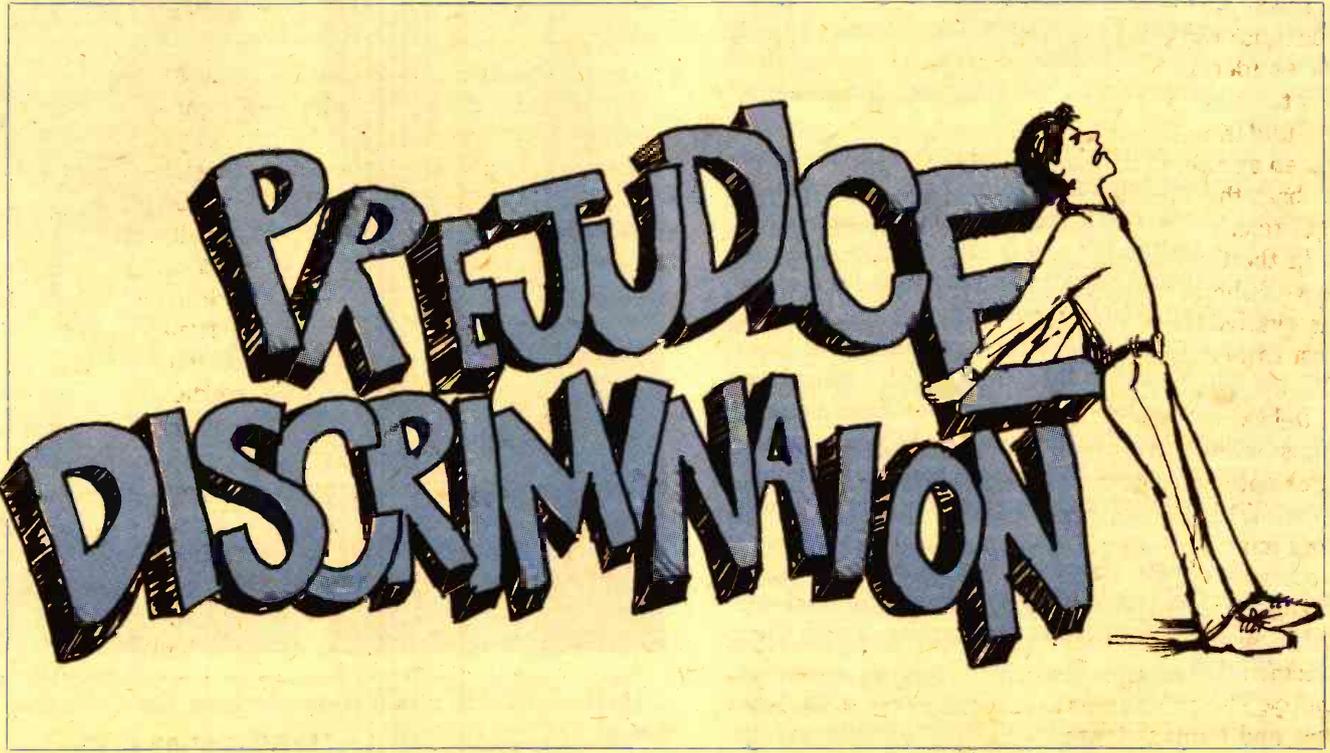
I am confident not one woman came away from this Conference without having identified and understood why we have the problems we do in the 1980s, who is responsible, and how to make the progressive changes necessary to Take Hold of Our Future, once again.

Recognizing who our political enemies are and more importantly who our political allies are, was our first step forward. The New Democratic Party of Canada, with its policies and actions, assure us there is a better choice for Canadian women to take.

I believe we also understand the need not to leave our future to the hands of others.

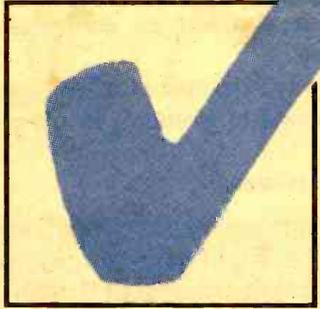
We must work within our unions to increase women's participation, implementing policies we need to achieve this. Political activism is essential. We must understand the issues and listen to our candidates. We must support women who have the courage to stand for public office and we must use the power of our vote.

"Our collective strength will enable us to take hold of our future."



America works best when we say

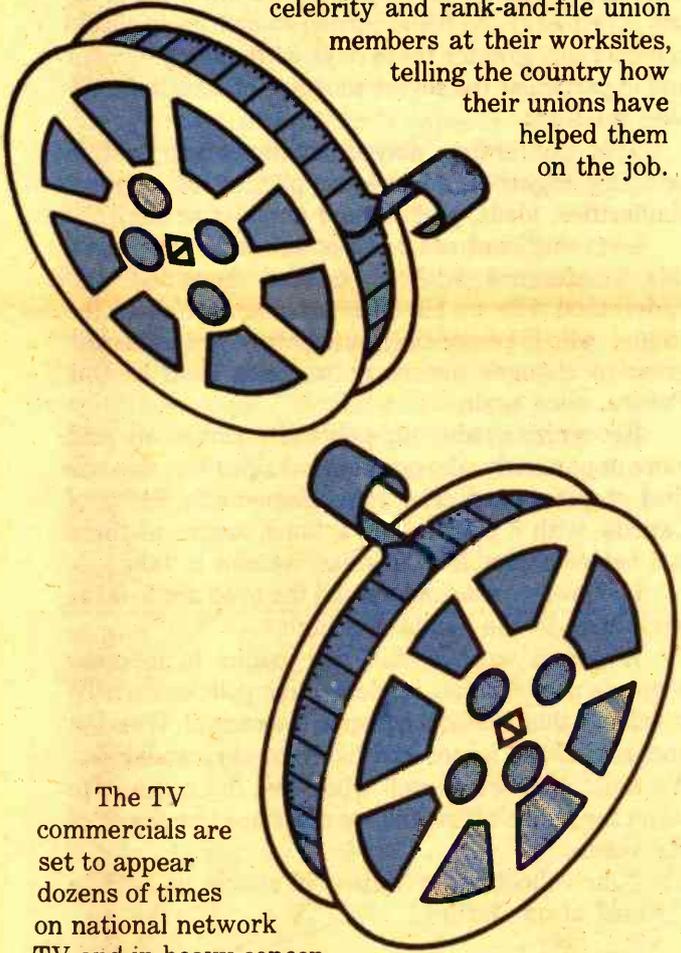
... UNION YES

American labor launches media campaign

The labor movement's nationwide "Union YES" communications campaign moved into high gear in May with the launch of a massive national television advertising effort, kicked off at a satellite press conference by AFL-CIO President Lane Kirkland on May 11th.

Under the slogan, "America Works Best When We Say Union YES," the advertising features both celebrity and rank-and-file union members at their worksites, telling the country how their unions have helped them on the job.



The TV commercials are set to appear dozens of times on national network TV and in heavy concentration in 13 major TV markets. The :30-second spots can be seen immediately after May 11 during such well-known programs as "60 Minutes" and "Cagney and Lacey."

The spots feature a labor anthem and a visual rendition of the now familiar "Union YES" logo with an animated "check" mark, signifying labor's active and positive role on the job and in the country at large.

The new theme music is also the basis for a variety of radio commercials in both English and Spanish, designed to be customized for local and state labor bodies to participate in the "Union YES" campaign.

The "Union YES" campaign, however, is more than TV and radio advertising alone. While reaching both the general public and current members at home, "Union YES" commercials can tell only part of labor's story.

The campaign offers an umbrella for communicating the full range of labor's message—and one place that many labor bodies are starting is with their own members.

A special introductory "Union YES" videotape will be available for screening at union meetings. Hun-

dreds of copies will be shipped in mid-May for use this summer.

Involving Members

A highlight of "Union YES" in 1988 will be an unprecedented membership involvement campaign open to AFL-CIO union members. Members who pen the best "Why I Said Union, YES!" entries will appear in a "Union YES" commercial that features actor Jack Lemmon, to be filmed this summer for airing during the 1988 Summer Olympics from Seoul, Korea.

The campaign, which was developed and produced by the Labor Institute of Public Affairs (LIPA), has been announced in dozens of national, state and local union publications with a total circulation of more than 17 million copies. The campaign "ad" is the second in a "Union YES" series, available to participating labor publications.

Hundreds of labor bodies already incorporated the "Union YES" logo in their publications, banners, and

other imprinted items. A variety of new logo sheets will encourage further integration of the "Union YES" identity, while still permitting the use of individual union seals.

The elements of the "Union YES" communications campaign are designed to reach out to both current members and the general public, especially those younger workers who are eligible to join a union.

The 1987 AFL-CIO Convention called for and funded the "Union YES" campaign to present the positive nature of unions.

The "Union YES" campaign launch is only the beginning of a multi-level effort throughout 1988 and 1989 to improve the public's understanding of unions and to expand labor's workplace representation of millions of young workers who don't now enjoy the benefits of a contract.

New ways to tell the union story were called for in "The Changing Situation of Workers and Their Unions," a report by the AFL-CIO Evolution of Work Committee created by Kirkland in 1982 to conduct a thorough study of labor and all its programs.

OPEIU member featured

"Your job is secure"

By Jamie Carr, Secretary

I think the union is definitely a good thing. It's been good for me. Salary-wise, it's a good thing.

Benefits-wise, they have a really good program. Maternity leave—your job is secure for at least 4 months.

The "Union YES" campaign is great because there's so many people out there that I know of that aren't unionized and they're being taken advantage of. There's just so many benefits to the union, that if the "Union YES" campaign is successful, it would give them more encouragement to seek after unions and to participate. For those people who are in unions, they'll appreciate their unions.



JAMIE CARR is a secretary working for Columbia Pictures in Burbank, CA and a member of OPEIU Local 174.

1988 education conferences

All regional conferences and the full-time staff conference have been scheduled for 1988. The remaining regional conferences, covering assertive grievance handling and arbitration as well as employee assistance programs and stress will occur as follows:

Conference	Location	Dates
Erie	Ponchatrain Hotel Detroit, MI	September 21-24
North Central	Marc Plaza Hotel Milwaukee, WI	November 2-5
* * * * *		
Full-Time Staff	Sheraton Centre New York, NY	October 12-14
Insurance industry	Sheraton Centre New York, NY	October 12

Full-time staff conference focuses on organizing

The Full-Time Staff Conference is slated to take place October 12 to 14, 1988, at the Sheraton Centre Hotel in New York City. Rather than the usual two and one-half days, it will last two days, ending at 5:00 pm, Friday, October 14.

The focus of the conference is organizing—internal and external. Thursday will be devoted to internal organizing (the reorganization and recommitment of our members) and Friday to external organizing (organizing new bargaining units, bringing the benefits of collective bargaining to working people). There is a serious need for both.

Organizing—the need

The past several years have been difficult and challenging for unions. There has been a persistent erosion of bargaining units. There has been a climate of union-busting from the national government down to individual corporations and state and local public entities. Faced with increasing resistance from employers, local union leaders can no longer expect our members or the general public to simply recognize our achievements. We have to mobilize our membership and build and strengthen our union. This conference is intended to provide some of the tools needed for this effort.

What is internal organizing? Internal organizing means not only recruiting new members in organized settings, but also creating activities to maximize participation and involvement of our members in the labor movement. While it is important to conduct membership drives, our gains cannot be sustained unless we create opportunities for members to be more than just dues-payers. And, membership meetings alone do not attract people—we must bring the union into the workplace.

Organizing, whether external or internal, is the most important work that we do in the labor move-



ment. It is the source of our strength. Whether we are engaged in collective bargaining, or grievance handling, or lobbying, we need to see ourselves as organizers as well. This means that our role as local union leaders is not simply to provide services for people; our role is to lead people into action. This way we teach our members the important lesson that they are the union.

If we do not call on our members to become committed and involved, our best efforts on their behalf will be undercut. There is no way we can meet the challenges of the 1990s with an apathetic and uninvolved membership.

It is, therefore, extremely important that local union leaders attend this conference to gain tools for this effort, as well as bring their experience to share with the other delegates.

We look forward to seeing you there.

AFL-CIO 'Union, Yes' commercial contest

Official Rules

1. No purchase necessary.
2. **Now to Enter:** Two union members will be chosen to appear in a national television commercial based upon their performances in the following events:
 - Qualifying Event—Essay Competition:** In 25 words or less, describe how your union helped you with a problem on the job. Mail your essay, along with a completed entry form, to: "Union, Yes" Contest, P.O. Box 27543, Washington, D.C. 20006. All essay entries must be received no later than July 4, 1988. Limit one entry per person. All entries become the property of the sponsor, and none will be returned. By entering, contestants consent to the AFL-CIO's use of the material contained in their submitted essays in any manner determined by the AFL-CIO, without compensation. Sponsor is not responsible for lost, late, mutilated, misdirected, illegible or postage-due mail. Please type entries or hand-paint legibly.
 - Essays will be judged by an independent judging organization on the basis of originality, subject matter, clarity and positive portrayal of the contestant's union. All criteria will be weighted equally. From among all eligible entries re-

- ceived, 25 persons will be chosen to participate in the semifinal event. Winning essayists will be notified by mail. The decision of the judging organization are final.
- Semifinal Event—Personal Interview:** The 25 semifinalists will be interviewed by the judging organization at a location at or near their place of residence. The semifinalists will be judged, in their interviews, on the following criteria: presentation, expressiveness, articulation, representation of the contestant's union. All criteria will be weighted equally. The judging organization's decisions are final. From the 25 semifinalists, four persons will be chosen to participate in the final event and will be so notified by mail or telephone. All costs involved in attending the interview, except those that may be designated by the sponsor, are the semifinalists' responsibility.
- Final Event—Hollywood Audition:** Each of the four finalists will receive a trip for two (the finalist and one guest) to Los Angeles to audition for the television commercial. (See paragraph 3 for complete details of the prize trips.) The finalists will be judged on the same criteria as the semifinalists. The judging organization's decisions are final. Two winners will be chosen to appear in the television commercial, which will be filmed during the prize trip to Los Angeles.

As a condition of continued eligibility, the four persons

- chosen to participate in the final event must be able to appear and remain in Los Angeles through the completion of filming on the dates designated by the sponsor. Inability to comply with this condition will result in forfeiture of the prize. At the sponsor's discretion, an alternate finalist(s) may be chosen.
- Prizes:** Grand Prize (2)—Appearance in a national "Union, Yes" television commercial.
- First Prize (4)—**Each finalist will receive a trip for two to Los Angeles for four days and three nights. Included are: round trip coach air fare from the airport nearest the finalist's home (estimated retail value not to exceed \$1,120 per person); double occupancy hotel accommodations (estimated retail value \$540); incidental expenses including transportation to and from the audition and filming (if applicable), but excluding meals and gratuities (estimated retail value \$700). Total estimated retail value of all prizes: \$13,920.
- All taxes are sole responsibility of winners. Prizes are non-transferable and no substitutions or cash redemptions will be made.
- Contest is open to all U.S. members in good standing as of the date of entry and through the filming of the commercial of a national or international union affiliated with the AFL-CIO. Employees and officers of the AFL-CIO, its affiliates, promotional and advertising agencies, and the immediate families of each are not eligible to enter.
- First and grand prize winners will be required to execute an affidavit of eligibility and release of liability that must be returned to the sponsor within seven days of notification. Failure to comply with this condition may result in forfeiture of the prize, and an alternate winner may be chosen at the sponsor's discretion. All contestants, by entering the contest, consent to the use of their names and/or likenesses for advertising and promotional purposes without compensation. Grand prize winners consent to receiving no compensation for their participation in, or the subsequent broadcast of, the television commercial, and will be required to execute appropriate releases prior to filming. Failure to comply with this condition will result in forfeiture of the prize.
- Guests of first prize winners will be required to execute publicity and liability releases.
- In the event of a tie, an additional essay will be required and will be judged on the same basis as the qualifying essay event. For Wisconsin residents only, duplicate prizes will be awarded in the event of a tie.
- This contest is void where prohibited by law. All federal, state and local laws and regulations apply.
- For a list of winners, send a self-addressed, stamped, business-size envelope by September 30, 1988 to:

"Union, Yes" Contest Winners
P.O. Box 854
Riverton, N.J. 08007-0854

10. This contest is sponsored by the AFL-CIO, P.O. Box 27543, 815 16th St., N.W., Washington, D.C., 20006.

AFL-CIO 'Union, Yes' Commercial Contest

OFFICIAL ENTRY FORM

Name _____ Age _____

Address _____

City _____ State _____ Zip _____

Telephone: (Day) _____ (Evening) _____

National or Int'l. Union Affiliation _____

Local Union Number _____

Are you currently a member in good standing of the above union?
 Yes No

OPEIU wins key gains for homecare workers with union coalition

A coalition of unions, which includes OPEIU Local 1H (Home Health Care Workers Union), won long overdue wage gains in a three-year agreement covering nearly 60,000 homecare workers in the New York City area.

The accord provides a 51-percent increase in wages and benefits over the contract term for the workers employed by publicly financed homecare agencies.

Most of the workers are black and Hispanic women who care for thousands of elderly and chronically ill patients in their homes.

The package was shaped after a wide-ranging public support campaign by OPEIU Local 1H, AFSCME District Council 1707 and RWDSU Local 1199.

Going into the negotiations, the workers were among the lowest paid in New York. Under the agreement, the starting rate will jump immediately from \$4.15 an hour to \$5, retroactive to December 1.

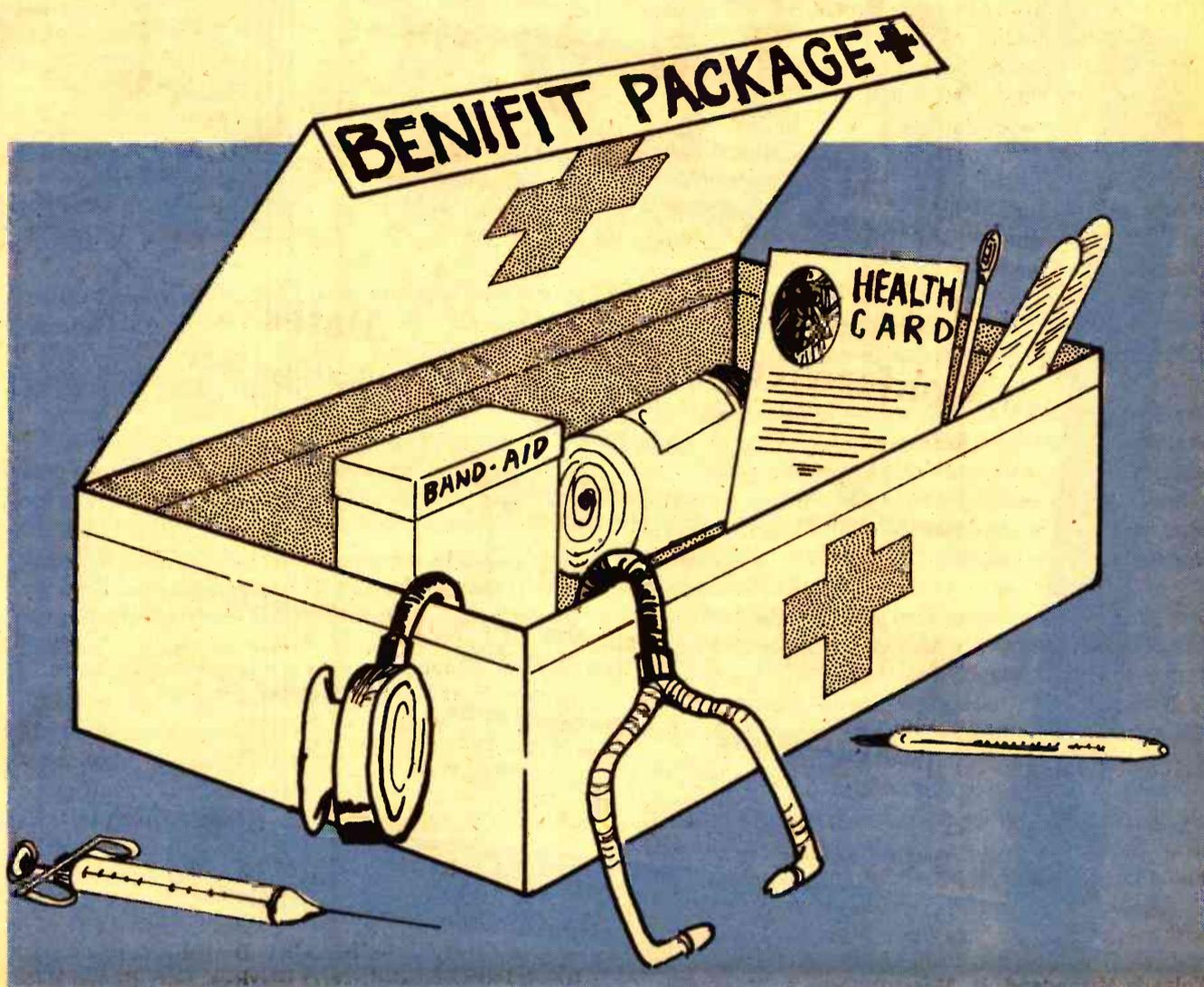
Retroactive pay

The retroactivity clause is expected to provide average backpay checks of \$1,000, with many getting checks of as much as \$2,400, Local 1H President Victoria Tirado said.

In addition to the initial 85-cent raise, the workers will receive another 40 cents-an-hour increase in July, and a 50-cent boost in July 1989.

"This is only the beginning of our fight to bring a living wage and improved standard of living to these home care workers," Tirado said.

The benefits package includes new health and medical coverage—a key union goal—as well as dental, eye and death benefits. Basic coverage will begin in July.

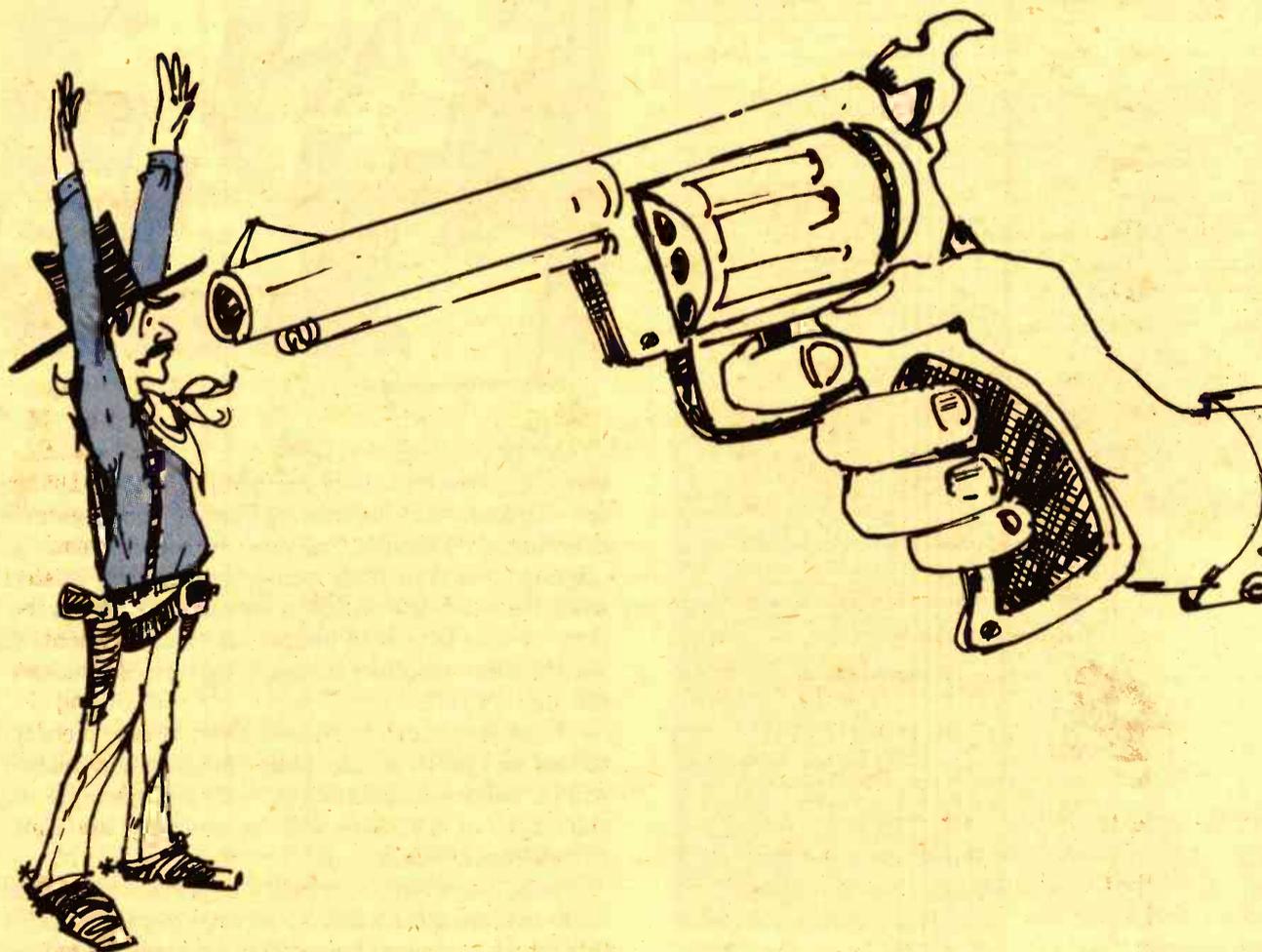


During the campaign for an agreement, OPEIU, RWDSU and AFSCME and the employer council of New York City sponsored large newspaper ads urging the city and state governments, which provide the partial funding, to approve the improvements.

They received wide community backing, including

editorials in the city's major newspapers to support the breakthrough agreement.

The state pays 40 percent of the wages and the city picks up 10 percent. The rest is paid by the federal Medicaid program.



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 Karen Murphy for the article that appears on page 2.

Happy hunting, bounty hunters.

Dedicated members and officers contribute to VOTE in 1987

Many OPEIU members are deeply committed to improving the lives of working men and women and enriching the quality of family life in this country. They work on contract negotiations for better working conditions; they work in their communities to better living standards. And, they work to improve the political and legislative direction of the nation, state and province.

One way of accomplishing this last is through contributions to Voice of the Electorate, the union's political action fund. VOTE is a voluntary fund used for contributions to legislative campaigns. Through it the union supports candidates to public office who are dedicated to American working people and their needs.

Through VOTE, contributors are able to fight repressive legislation or support progressive measures. They are able to protect the gains they have won at the bargaining table and make additional improvements in the lives of all Canadians and Americans.

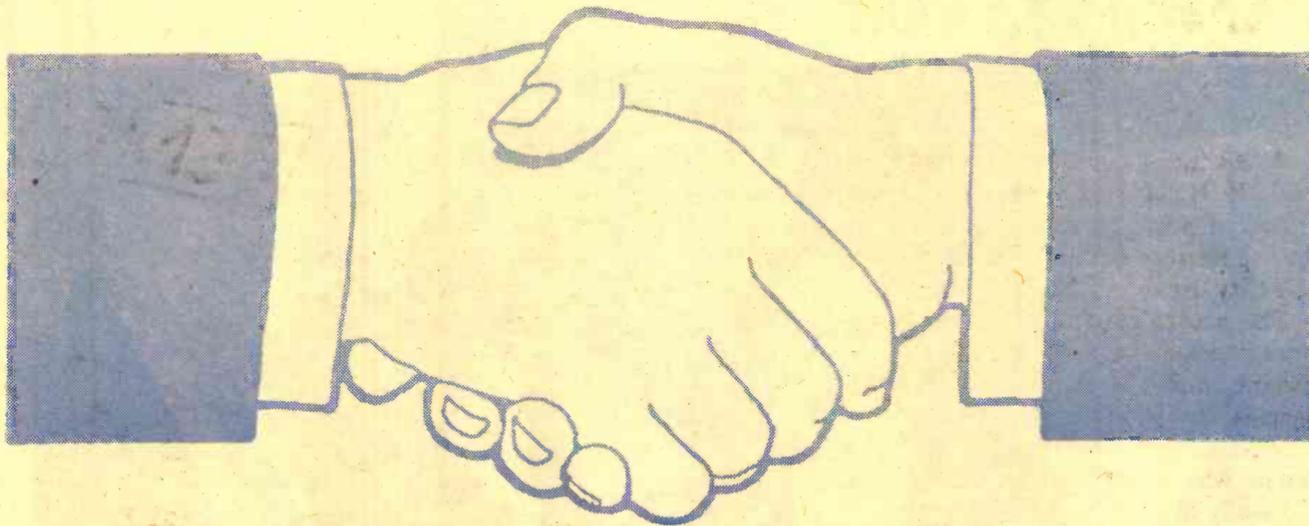
While hundreds of OPEIU members contribute to the fund, a number contribute \$100 or more each year and, therefore, are eligible for the "President's 100 Club." Those who were members of the Club in 1987 were:

International officers and staff

Jerry Ashlock; Gilles Beauregard; Jesse Bridgewater; Carolyn Combs; John Connolly; John Finn; Michael Goodwin; Patricia Jeney; Melbourne E. Joseph, Jr.; John Kelly; Kathleen Kinnick; Bill Kirby; Gary D. Kirkland; Joseph Langis; James Mahoney; Jennifer McCleod; Charles McDermott; Yolanda Miranda; J. B. Moss; Dolores A. Musgrove; Gwen Newton; Rosanna Knickerbocker; Faye H. Orr; George V. Porcaro, Jr.; Mark Reader; Michel Rousseau; Donna Shaffer; L. J. Sheridan; Kitty Simmons; Anthony Viren; Michael Walker; Gwen Wells; and the OPEIU WASHINGTON STAFF.

Local union officers and staff

Walter C. Allen, Jr.; Maureen Bo; John Brady; Judy Burnick; Lois Cuccinello; Phyllis W. Day; Patricia Devine; John Dunn; Daniel Dyer; Helen



Gourde; Paul Greenspan; Thomas Havriluk; John Hazel; John Heffernan; Benjamin C. Hobbs; Patricia Hoffman; Melvin B. Koenig; Richard Lanigan; Theresa Lord; Joseph L. McGee; Daniel J. McShain; Lance A. Meier; Jeff Mockler; Kathleen K. Moore; Gaylord Morris; Joann Nelson; Michael L. Richards; Wayne Shelton; Kirk D. Stanford; Donald Sullivan; John A. Swadner; Hugh Tague; Michael Thompson; Jennifer S. Wexler; Donald Wright; and Judith Zenk.

Local union members

B. Abdel-Fattah; Anwar Alam; Paul Anderson; Audree Ayer; Jeff Barbernell; J. D. Bedford; David Bertrand; Dave Blaisdell; Terry Blaylock; Gary Bleier; Matt J. Blumert; Denise Bowyer; Bill Boyle; Dennis Bridgewater; E. Bridgewater; Gerald Brown; Hank Brown; June Bull; Joseph H. Burbach; Charlotte Burton; Paul Cameron, III; Margaret Case;

James H. Cash; Joshua Chalom; Alvin Cohen; Dave Cohen; Arthur Coles; Roger Collins; Romeo Corbeil; Victor Cruz; Dalton Daves; Michael Day; Robert Day; Gerald Dente; Catherine Desimone; Arthur Dubowy; Jason Ebert; Jeanne P. Farmer; Bertra Feldman; Charles Ferguson; B. Fitzgerald; Shi Fitzgerald; Sharon Fowler; Scott Friedman; Floris Fuchs; Leonard Furer; Samuel Furer; Angelo Garcia; James Garrison; David

Geneser; Larry Geneser; Bruce Gilpatrick; Nathaniel Golden; Vicki Greene; Dayton Griffith, Jr.; Mildred K. Hall; Grace Hampton; Elaine Hardin; Philip Hart; Susan Hart; Frederick Heitman; A. C. Helms; Anthony Hinrichs;

James Horton; Nancy Houghland-Greenup; A. Huskinson; John Jatoft; David Klar; Christopher R. Koceja; Basil Lampert; Jack Langford; Garnet Larson; Sam Latimer; Gary Lentz; Mary Lyons; Joseph Manone; Jack Martin; Justilian Martin; Norma Martin; Donna McCaulley; Robert McKenzie;

Cameron Meeker; William Meinen; Lorraine Merli; J. Miechowicz; Doretha P. Mills; Dave Morehead; P. Nielsen; Peggy Nolen; Ron Oates; Dave Pecquet; Burton Peetluk; Doris Pentz; Marcia A. Petersen; Donna Peterson; Karen Porter; Donna K. Pratt; Elva L. Pritchard; Bernard Rapoport; Norine Rembowski; Nathaniel Rice; Carol A. Ridner;

Steve Robertson; Leonard Roe; Paul Rudberg; Jenny Sample; G. Schramek; Peter Schuster; Fred Silverman; Stephen Slate; Donna Smeltser; Carl Smith; Linda Smith; James Solomon; Mary Ann Southern; Donald Spohn, II; Larry Stone; James Sullivan; Irene Summerfield; James Surace; Lois Swanstrom; Gary Taylor;

Louis Warwick; Frank Wenger; Cheryl West; Nancy K. West; Anne Wilson; Pamela Winn; Robert Winn; EXECUTIVE BOARD, OPEIU LOCAL NO. 106; and EXECUTIVE BOARD, OPEIU LOCAL NO. 119.

OPEIU's John Hazel receives King Leadership Award

On the eve of Dr. Martin Luther King's national holiday celebration, the D.C. Public Library awarded its first annual 1988 Martin Luther King, Jr. Leadership Awards to five recipients, one of whom was OPEIU Local 2 Secretary-Treasurer and President of the D.C. Public Library Board of Trustees John Hazel. Hazel and the four others were honored for their outstanding leadership and service on both the local and national level as well as their contributions to the D.C. Public Library.

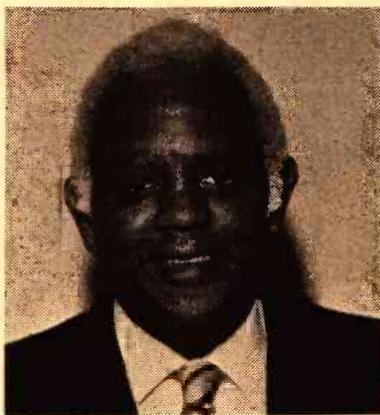
The awards were established in honor of Dr. Martin Luther King, Jr.'s unequalled courage and dedication to quality education and learning opportunities for all Americans. The District of Columbia Public Library chose to recognize similar contributions by outstanding individuals who exemplify King's leadership and vision. The library is named in honor of the civil rights martyr.

"We're proud that John Hazel exemplifies just such an individual. He has long been so recognized by our union; we are glad he is now recognized by so many others," said International President John Kelly.

Hazel's background and qualifications were described in the evening's program as follows:

John Hazel

John C. Hazel, labor leader and president of the District of Columbia Public Library Board of Trustees, was born in Washington, D.C. A graduate of the District's Cardoza High School, Mr. Hazel was



Photographed by H. Greene © D.C. Public Library

further educated at the Miner Teachers College, American University and Cornell University. He has worked for the Communications Workers of America and the Office and Professional Employees International Union, Local 2, of which he is Secretary-

Treasurer. He is a member of numerous labor boards and community service organizations including the Greater Washington Central Labor Council, AFL-CIO, United Labor Agencies, the D.C. Advisory Council on Vocational Education and the United Way Assembly.

As a member of the D.C. Public Library Board of Trustees since 1973 and president since 1982, Mr. Hazel's quiet, dedicated leadership has set new standards of excellence for the policy-making body. Under his guidance the growth of the library in budgetary and community support has been steadily increasing. Labor traditionally has had a seat on the Trustee Board for more than 30 years, and Mr. Hazel is the first such representative to be elected president.

The first fund-raising effort in the 91-year history of the D.C. Public Library was undertaken during Mr. Hazel's presidency. The King Mural Project exceeded its goal of a half million dollars and nearly a million viewers have since visited the lobby of the Martin Luther King Memorial Library to view the King Mural. Mr. Hazel's faith, commitment, determination, courage and regard for others are qualities that Dr. King admired and qualities that have made the D.C. Public Library the outstanding institution it is today.