



WHITE COLLAR

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

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Wall Street members win contract



Local 153's Wall Street members picketing the New York Stock Exchange following management's refusal to improve pensions and benefits.

Local 153 workers on Wall Street won improved wages and benefits following a three-day walkout, reported Vice President and 153 Secretary-Treasurer Michael Goodwin.

Reporters, clerks and other workers—nearly 1,500—who cover the floor and record the trades made at the New York Stock Exchange and Securities Industry Automation Corp. struck November 10, protesting management's refusal to improve pensions and other benefits.

Returning to the table 3 days later, negotiations resumed in earnest.

On Monday, November 23, the union and employers reached a settlement.

The winning contract provides a 5 percent wage raise retroactive to November 1 and subsequent annual increases of 5 percent. With the increases, Local 153 members would earn between \$17,364 and \$42,258 during the life of the contract.

But, the walkout came over pension benefits, not

wages. Employees who worked on the exchange floor reporting trades had complained that the job had become too taxing to expect everyone to work until age 65, especially in light of the record trading volumes in October.

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Final 1987 conference on the family scores another hit

The last 1987 regional conference met in Cleveland, Ohio. It, like the others, highlighted the need for adequate child care, the pressures of accommodating work hours to meet family needs, the problems of caring for sick children when both parents or the sole parent is working, and the tremendous drain of energy experienced by many employed parents.

To alleviate these stresses through the bargaining process, delegates to the conference examined contract language on child care, alternative working hours, pay equity, and homework.

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1988 regional education conferences: assertive grievance handling and arbitration

OPEIU has scheduled regional conferences for 1988. This training will focus on improving the skills of experienced OPEIU shop stewards. There, however, will be some review of the basics of grievance handling; so even novice stewards will not be lost in discussions.

Specifically participants will discuss grievances and gain skills for negotiating a settlement for grievances. They will also be introduced to how an

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ST Beauregard greets Bean



OPEIU Secretary-Treasurer Gillis Beauregard greets Canadian Labour Congress Vice President Daryl Bean at AFL-CIO Convention. Bean reported on anti-worker legislation proposed in Canada (see article on page 8 regarding "privatization").

Watch for Christmas card contest in the next issue of White Collar

Scholarship application—July/August/September issue

1988 conference season . . .

(Continued from page 1)

arbitrator thinks and the standards arbitrators use for settling disputes.

Stewards will discuss the importance of settling grievances at the lowest step; how to receive and send signals to management; how to prepare the grievant for a settlement.

There will be a number of participatory exercises, including one on preparing and presenting cases for arbitration.

There will be a great deal of group and individual involvement, which should make this an especially enjoyable learning experience.

The entire grievance handling-arbitration program will take two days.

Day three—workshops

On Saturday the International will offer workshops on **employee assistance programs** and **stress as a safety and health issue**. At the same time the International Secretary-Treasurer will meet with any local union secretary-treasurer to discuss **filing union reports and forms with government offices**.

Employee Assistance Programs: Alcoholism and drug addiction are reaching epidemic proportions in the workplace. And OPEIU adheres to the concept that it is the duty of both the employer and the union to assist employees suffering from this disease.

The primary instrument for dealing with these problems has been the voluntarily created Employee Assistance Program (EAP), the most effective run by the union. Reported recovery rates for alcoholics referred to treatment through EAPs range as high as 90 percent.

Through this workshop participants will learn the basics needed for establishing and maintaining EAPs.

Stress as a Safety and Health Issue: According to "Stress in the Workplace," a report by the Bureau of National Affairs, workplace stress may cost society as much as \$150 billion each year. As many as a million workers are absent on any given day because of job-related stress and stress-caused illness. Forty percent of job turnover is attributed to stress. A study by the National Institute for Occupational Safety and health in 1981 found that VDT operators had the highest stress levels ever recorded for any occupation, including air traffic controllers.

During this workshop participants will learn the causes of stress, how it affects the worker's health, and how it can be alleviated

Governmental forms: Secretary-Treasurer Gilles Beauregard will meet with new and interested local union secretary-treasurers and trustees to discuss how to appropriately complete forms filed with the Federal Government.

OPEIU mourns a founding leader— Vice President Emeritus George Firth

All of OPEIU's officers, staff and members mourn the passing of one of our founding fathers, one of the best and first white collar organizers in the United States—Vice President Emeritus George P. Firth.

George Firth's history with OPEIU and white collar workers is long and impressive.

Firth began his labor involvement from his job as a receiving clerk with the Carstens Packing Co. during the Depression years in Washington State. Always an idealist, he joined the Socialist Party and began to assist the Meatcutters in organizing. He was fired but the workers united in his defense and called for a strike. Management caved in, rehiring Firth and also recognizing the union. Firth became the first paid union official for the new union at \$25 per month.

But, he turned his attention to the need to organize office workers. He set up federal labor union #20360, later to become OPEIU Local 23, in Tacoma, Washington. Local 20360 was a direct affiliate of the American Federation of Labor. Firth became its first hired official in 1937 at \$100 per month.

He then organized and became the first President of the Pacific Conference of Office Workers in 1939. And, he began his long campaign for an international union for office workers. Finally, he and the other founders saw their efforts rewarded. In 1945 the AFL issued the charter for the first office workers union to the Office Employees International Union.

In the first year Firth was elected Vice President on the union's first executive board and became one of the first paid international representatives.

During his long tenure with OPEIU until his retirement in 1971, he organized clericals throughout the country—in Washington State, Pennsylvania, New York, New Jersey, Maine, Ohio and others. He organized throughout many industries—shipbuilding,

construction, retail stores, insurance. His record is phenomenal.

As was stated by John Cahill at Firth's last OPEIU Convention: "... I think a large part of our growth, a large part of our stature can be placed on the shoulders of this quiet and unassuming, unselfish man." OPEIU and all white collar workers owe this man a debt of gratitude. He will be greatly missed.

His continuing love for the union until his death is clear from the following letter.

Dear Mr. Kelly,

It is with deep sorrow that I write to inform you of the death of Mr. George P. Firth.

Mr. Firth suffered a stroke on December 18 and passed away peacefully in his sleep on December 27, 1987.

He spoke frequently about his union activities. He had just completed providing three years of assistance to a University of PhD. student. With George's help, the thesis on "unions" was completed. And, the student received her doctorate just a week prior to his critical illness. A copy of the thesis was to have been his Christmas present from her.

George will be greatly missed by all of us who knew and loved him.

I am sorry not to have notified you sooner. However, I just received your address in the *White Collar* newspaper.

Sincerely,

Carol Ann Ritzel, R.N.

Administrator of Supportive Care

1988 CONFERENCE SCHEDULE

All 1988 regional conferences have been scheduled. Please make note of yours and make plans to attend.

Conference	Dates	Location
Southwest/Southeast	April 13-16	Crockett Hotel San Antonio, TX
West/Northwest	May 11-14	Sir Francis Drake Hotel San Francisco, CA
Northeast	June 1-4	Tropicana Hotel Atlantic City, NJ
Erie	September 21-24	Ponchatrain Hotel Detroit, MI
North Central	November 2-5	Marc Plaza Hotel Milwaukee, WI

Watch the next issue for more information on the **Full-Time Staff Conference** which will deal with internal and external organizing. It will take place at the Sheraton Centre in New York City, October 12-15, 1988. Mark your calendars.

WHITE COLLAR

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

JOHN KELLY
President

GILLES BEAUREGARD
Secretary-Treasurer

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

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Managing Editor



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Work and Health
by Press Associates, Inc.

Chronic Anxiety

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

Director, Western Institute for
Occupational/Environmental Sciences

Nearly everyone at some time or another experiences symptoms of anxiety. These can include worry, irritability, excessive anger, nervousness, an inability to concentrate, insomnia, upset stomach and rapid pulse.

Hanging over it all may be a pall of apprehension, uncertainty, fear that something terrible is about to happen.

Lucky for most, this is a temporary state of affairs, often brought on by job, family, social, money or school pressures.

However, an estimated 2.5 percent to 6.4 percent of the population suffers from chronic anxiety—the symptoms last for at least six months—and the disorder doesn't seem to be tied to any particular cause.

Environmental stresses such as those found in a pressure-cooker job or lifestyle may play a role in the development of worsening or chronic anxiety. But why different people respond to similar life circumstances with different degrees of anxiety is unknown.

The first step in diagnosing chronic anxiety is to rule out all physical conditions such as hyperthyroidism, hypoglycemia (low blood sugar) and adrenal gland tumor as well as alcohol or drug use that could be producing the symptoms.

It is important that the doctor differentiate among the various types of anxiety when making a diagnosis because each type responds to specific treatments. To make this distinction, the physician assesses several factors:

- Purported type of symptom: This means that the patient reports his or her apprehension and what the worry may be about.

- Types of symptoms. There are four classic categories:

1. Motor tension means increased muscular activity and trembling, restlessness and sometimes hyperventilation (excessive deep breathing, taking in too much oxygen and washing out of the system too much carbon dioxide).

2. Automatic hyperactivity which is characterized by excessive sweating, a pounding heart, frequent elimination, dry mouth, hot and cold spells, rapid pulse, etc.

3. Apprehension expectation—the feeling that something dreadful is going to happen.

4. Vigilance and scanning, which include hyperattentiveness, insomnia, irritability, fatigue on awakening, and distractibility or lack of concentration.

- Duration of symptoms. How long have they lasted? What is the interval between symptoms? What is the overall pattern?

- Degree of disability. How much trouble does the anxiety cause the partner? To what degree must the patient alter his or her own lifestyle?

Anxiety generally should be treated if the symptoms interfere with an individual's ability to function and enjoy life's normal activities. Because anxiety has both mind and body components, it may be treated with psychotherapy and/or drug therapy.

Many different approaches are used in psychotherapy, but all are based on the establishment of a trusting relationship between patient and therapist.

Drug therapy is aimed at alleviating symptoms, restoring normal functioning and serving as an adjunct to other types of treatment.

The most common anti-anxiety agent in use today are the benzodiazepines. Although effective in relieving the symptoms of anxiety, these drugs also produce such treatment risks as sedation (excessive daytime drowsiness), impairment of mental and physical abilities, interaction with alcohol and addiction.

Recently, a new drug—buspirone hydrochloride—was introduced which does not appear to have these undesirable side effects.



Washington Window

A revived war on poverty?

by Press Associates

In the coming year, with forecasts of an economic slowdown and rising unemployment, what of the poor?

The ranks of the nation's 32 million poor will increase by hundreds of thousands in 1988, even without a recession, it is estimated. The number of working poor will grow as employers pare their payrolls and hire contingency workers at low wages.

Yet, in the face of a bleak year ahead, perhaps some progress can be made. It is a presidential election year and candidates in search of issues do not have to look far. The sluggish economy must be put on a growth path that will get people back to work. That implies leadership from the White House and the Congress and a positive role for government.

America's poor came back into the spotlight recently when Senate Labor Committee Chairman Edward M. Kennedy (D-Mass.) held a poverty and policy hearing on the 25th anniversary of Michael Harrington's book, "The Other America." That book inspired President John F. Kennedy to launch the war on poverty.

Harrington, in his testimony, as usual put a human face on the poverty statistics. Being poor, he said, means that "people are not homeless simply because they have severe mental and emotional problems—only a third of those on the streets fit into that category—but because they cannot pay for shelter in a society which reduces their income at the same time as it fails to build affordable housing, not only for the poor, but for the young families of the middle class as well."

Harrington said the anti-poverty programs of Presidents Kennedy and Johnson were not an expensive failure as many believe, but rather "a woefully underfinanced success." He cited successes, such as Head Start and indexing Social Security, but warned that poverty today is "infinitely more tenacious."

Harrington said poverty today is just one symptom of an economy struggling, and not too well, to deal with a new economic world. He urged Congress, "in the name of the common interest and of the excluded, the outcast, the homeless, and the hungry to commit this nation once again to the abolition of poverty."

Mary Jo Bane, professor of public policy at Harvard University's John F. Kennedy School of Government, and Director Robert Greenstein of the Center on Budget and Policy Priorities also testified on poverty trends.

Greenstein pointed out that Census data on the "poverty gap" show the poor are getting

poorer. Families which were poor in 1986 fell an average of \$4,394 below the poverty line, a bigger gap than at any time since 1963, except for the recession and high unemployment years of 1982 and 1983, he said. The prospect of the poor also increased; 39 percent of all the poor in 1986, or 12.7 million people, had incomes below half the poverty line, or \$5,600 for a family of four, the highest rate in a decade.

Looking for causes, Greenstein eliminated the popular explanations of changes in family structure and the rise in female-headed households. He said change in family structure was overstated and noted that Dr. Bane's analysis of the increase of 9 million poor between 1979 and 1983 showed the rise in female-headed families had almost nothing to do with it.

The dominant factor in poverty trends continues to be the economy, Greenstein said. Increased rates of unemployment, longer duration of unemployment, lower wages, and involuntary part-time work have increased poverty among the working poor, the fastest-growing segment of poverty. The economy and cutbacks in benefit are the chief reasons for poverty increasing, he said.

Bane offered surprising findings, with implications for public policy. She said rural poverty has fallen to about 30 percent, which means 70 percent of the poor were in urban areas. But, she noted, 40 percent of that was in central cities and 30 percent in suburban areas with the poor a minority almost unnoticed by affluent neighbors.

Looking at 1980 Census data on the 100 largest cities to identify concentrated urban poverty, Bane found that only 7 percent of the nation's poor lived in such neighborhoods.

"The vast majority of the poor, even the urban poor, lived dispersed in suburbs, small towns and cities, or mixed income neighborhoods of large central cities," Bane said.

Bane said that, while public policy should not ignore inner city poverty, most of the effort against poverty should be broadly-oriented: economic growth, tax and benefit policies for the working poor; pre-school and compensatory education; child support enforcement; welfare reform focused on jobs and training.

Since the working poor make up the fastest-growing group, one solution already is moving in Congress. That is legislation to raise the minimum wage. It deserves the highest priority in what could be a revised war against poverty.

Wall St. contract . . .

(Continued from page 1)

At NYSE and NYFE the normal retirement age was reduced to 62 from 65 and early retirement benefits were improved. For instance, under the old contract a 55-year-old retiree got 75 percent of his or her accrued benefits. That member will now get 86 percent. (Early retirement improvements were also won at SIAC.)

The Local also won a change in the pension benefit formula from 2 percent times years of service to 2.2 percent.

In addition, members who work beyond the new normal retirement age of 62 will earn extra pension credits.

Local 153 members will also get a 10th holiday, Rev. Martin Luther King Jr.'s birthday, or a floating holiday.

Management also agreed to raise the amount it contributes to employee savings plans from 50 to 75 cents for each dollar the employee contributes to 6 percent. And, for the first time, employees will be permitted to borrow against their savings.

Local 153 members will also be able to accrue an unlimited number of sick days under the settlement. In the past, each employee could only accrue up to 300 days in a lifetime.

The negotiations were lead for OPEIU Local 153 by Business Representative Paul Greenspan and the negotiating committee: Fred Deal, Abe Goldstein, Ken Habercorn, Barbara Krause, Frank Liccione, Debbie Norwood, Tom Palese, Jimmy Saccardo and Tina Speakes from the New York Stock Exchange; and Mike Kohan, Shirley Pires, Charlie Porter and Ron Wiederhold from Securities Industry Automation Corp.

Essex County Court supervisors elect Local 32

Impressed with the gains made by court employees through their Local 32 contract, the supervisory employees of the Essex County (New Jersey) Court House recently voted 9-0 to have the Local represent them as well.

The supervisors reached their decision after watching the 300 judicial employees improve their wages and working conditions under their Local 32 contract. The judicial workers have been members since 1985.

Pleased with what Local 32 had accomplished, court employee stewards, including Frank LaMorte and Brenda O'Neal, worked with Local 32 Organizer Lois Cuccinello to bring the union message to the interested supervisors. Their action resulted in the creation of a new Local 32 unit, and more importantly, paved the way for an informal coordinated bargaining situation where both units will benefit in future negotiations.

Under New Jersey law, supervisors in the public sector are eligible to join a union. Legally, however, they will become members of Local 32a, as the same local cannot represent both the supervisory and non-supervisory employees of the same employer.

Business Manager Patrick Tully will handle negotiations for the supervisory employees.

Workers at New Jersey Institute of Technology choose OPEIU Local 32

The clerical, paraprofessional and computer employees at the New Jersey Institute of Technology voted for union representation by Office and Professional Employees International Union Local 32 in Newark, New Jersey, announced Local 32 Representative Lois Cuccinello.

Cuccinello said the main issues in the campaign were wages, job reclassification and the erosion of holidays.

Located in the heart of the college district in downtown Newark, NJIT had successfully prevented the office workers from joining any union by trying to match wages and benefits at surrounding, organized colleges. However, true parity was never achieved. Other advantages of union representation, such as an effective grievance procedure, were missing altogether, Cuccinello said.

Local 32 Business Manager Pat Tully said that negotiations for the 167 white collar employees in the bargaining unit will begin after the New Year. He also thanked OPEIU International Representative Jennifer McClead for her assistance in the campaign.



Saskatchewan stewards go to school

Local 397 held its first weekend Steward School on September 25 and 26, 1987, at the Echo Valley Centre, Fort Qu'Appelle, Saskatchewan.

Approximately 40 stewards, executive board and provincial council members took part. They represent members at the Crown-Corporation, Saskatchewan Government Insurance Office, at associations and in private industry.



Local 397 stewards attend training.

OPEIU's own members were used as facilitators for the five courses offered and the mandatory grievance handling session.

"The steward action committee is looking forward to holding another such school in the fall of '88. If it turns out to be as successful as the first one, we want to turn it into an annual event," said Judy Bohmer, chairperson of Local 397's steward action committee.

OPEIU commits to national family rally and policy

(Continued from page 8)

prevalent problems of racism and discrimination for Black, Hispanic, Asian American and Native American families.

Family members are increasingly torn between caring for their children and elderly relatives, and productive performance on the job. And the average price tag for child care is \$3,000 per year, or half the income of a minimum wage family.

Thirty-seven million Americans have no health insurance and another fifty million have inadequate coverage. Elderly care is scarce and expensive. The 14.5 million middle class citizens over 65 years of age with no family available to help must pay \$300 to \$400 a week for such care.

The American Family Celebration will be held on Saturday, May 14, 1988, from noon to 5 p.m., at the Sylvan Theatre, near the Washington Monument, in Washington, D.C. The event will feature exhibits, games and family entertainment, as well as speakers.

Groups from several states are expected to travel to Washington, D.C. for the Celebration.

In addition to the Washington event, local sponsors will work to highlight the issues of working families in cities around the country.

To get involved with the American Family Celebration, call our Washington office (202) 393-4464 or local CLUW representative, or the American Family Celebration coordinator.

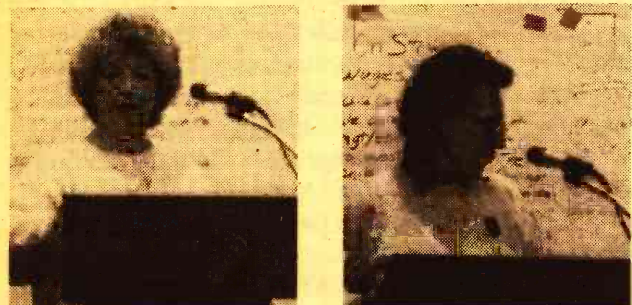
The American Family Celebration has produced, for local sale and distribution, an attractive full-color commemorative poster, illustrating the diversity and unity of our nation's families. To order the poster and other souvenir items, contact the American Family Celebration, c/o 1920 L Street, N.W., Suite 700, Washington, D.C. 20036, (202) 833-3077.

Education conference . . .

(Continued from page 1)

Using the same issues, participants squared off, prepared contract proposals on both union and management teams, and bargained a full day to either settlement or impasse. Delegates reported they had learned a great deal about negotiating techniques, the art of using the caucus in bargaining, and writing contract language. They learned both from instructors and each other.

The conference took place at the Bond Court Hotel in Cleveland, from November 11 to 14, 1987. Leading discussions on bargaining and family issues were Brenda Cochrane, assistant professor, Labor Education Research Service, Ohio State University; Gene Daniels, assistant professor, LERS; and Theresa Johnson, assistant professor, LERS. OPEIU Director of Organizing Mark Reader addressed other approaches to the issues—organizing and legislation.



Members report on mock negotiations and settlements at 1987 Erie Conference.

Short takes on people

Devine—1st female on St. Patrick's Committee

OPEIU Local 6 Business Agent Patricia Devine was admitted as the first female member of the Holyoke, Massachusetts St. Patrick's Day Parade Committee.

Devine said she worked at the Holyoke District Court for a number of years and that she did volunteer calligraphy for the parade committee when it ran the Irish Festivals. She helped organize court employees throughout the state for Local 6 and now represents those same OPEIU members.

She and the other parade committee members are making plans for the 37th annual parade in March.

Walker retires from Local 379

Local 379 Member Bea Walker retires from the Calgary local after 21 years membership. She served the local members as well on numerous committees, including the executive board and negotiating committee.

"Sister Walker will be missed for her contributions to the local, her warm and friendly personality, but most of all for her giving nature," said Local 379 President Diane Paduaro. "She will be very dearly missed by all of us in the local who wish a long, happy and healthy retirement," Paduaro concluded.

Special guest speaker

U.S. Representative Mary Rose Oakar (D-OH), to the delight of participants, met to discuss these family-related issues as well as others.

She described at length how the current Administration has ignored the needs of average working Americans, families, children, the elderly, and the poor, giving its attention instead to the military.

She also described the need for a pay study in the federal government where women are concentrated at the bottom of the wage classification schedule. The last pay study, she said, was conducted in 1923. Reagan, she asserted, won't even study the problem.

She addressed the need for an increased minimum wage, for guaranteed family medical leave, for a prohibition against polygraph testing, and for welfare reform.

Finally, she said she is proud of her pro-labor background. (And, in fact she has a 93 percent CORRECT voting record, according to the AFL-CIO.) She said we have all learned from the Reagan years that we have to elect someone compassionate to working people, someone that cares for and has respect for workers.

Participants

The OPEIU local unions participants attending represent workers at credit union's nonprofit institutions, utility companies, hospitals and nursing homes, and colleges.

They included Locals 10 (Detroit, MI); 17 (Cleveland, OH); 19 (Toledo, OH); 42 (Detroit); 339

Lee honored as Woman of the Year

Kathryn Lee with 11 other women was honored as Woman of the Year in Akron, Ohio. Lee serves as President of OPEIU Local 339, representing office workers in the Akron-Canton-Mansfield area. As a community and labor activist she also serves as fundraising chair for the Union Counselor Association of the AFL-CIO, vice president of the Cuyahoga Street Area Block Club, president of Suburbanite Club, advisory board member of Phoenix Special School, and a member of the NAACP.

Local 6 members serve on council

OPEIU Local 6 Business Representative Walter Allen, Jr. has been newly installed as an officer of the Greater Brockton Labor Council. Member Judith Wittig was newly elected as a trustee of the same council.



Bea Walker



(Akron, OH); 393 (Flint, MI); 417 (Ypsilanti, MI); 457 (Centerville, PA); 459 (Lansing, MI); 494 (Detroit); 502 (Oberlin, OH); 513 (Elyria, OH); 516 (State of Ohio); and 1794 (Cleveland).

Representing the International Union were Director of Organizing Mark Reader, Director of Education Gwen Wells, and Representatives Jack Finn, Patricia Jeney, Rosanna Knickerbocker and Jay Porcaro.

Short takes on contracts

Local 277 members score win at AILLCO

Local 277 members at American Income Life Insurance Company will gain a 7 percent lumpsum payment plus a 2 percent cost-of-living adjustment under their new OPEIU contract. Other gains for these Waco, Texas members include an educational bonus, automatic progression increases, Christmas bonuses, supplemental child care during overtime work and much more.

Negotiating committee members included Local 277 Business Manager J. B. Moss, Business Representative Don Wright, Max Moss, Phyllis Jackson, Lori Jackson, Yvonne Faust, Debbie Day and Judy Schrader.

Local 325 gains CB ordinance

Local 325 represents members working for the city government in Fort Wayne. Until now, however, there was no legislative or legal protection for these workers' collective bargaining rights. "In the past when our contract expired, we were at the mercy of the City," said Business Agent Fred Noel.

But, now the local has won a collective bargaining ordinance that guarantees bargaining rights for city employees. Noel said that this is the first collective bargaining ordinance in the State of Indiana. Congratulations!

OPEIU gets raise for Michigan workers

The Michigan Civil Service Commission approved a 3.5 percent salary increase in December for more than 10,000 state employees who do not yet have collective bargaining rights.

OPEIU International Representative Jack Finn said the union was pleased with the raise, but will continue to work toward collective bargaining rights.

Report on Canadian privatization

The recently coined label *privatization* refers to the transferral of public services and public assets to private ownership. Some supporters of the concept tout it as a cureall for all ailments of modern government. It is now being explored by state and local governments in the United States. But, the most comprehensive examination appears to be taking place in Canada.

Repressive legislation has been proposed in various Canadian provinces with potentially devastating impacts on OPEIU members as well as consumers in general. The following articles illustrate the potential harm in British Columbia and in Saskatchewan.

And, the SGI article illustrates how a local union can mobilize public opinion against *privatization*.

Local 378:

The high cost of privatization for consumers

"We are concerned about government plans for the proposed sale of the B.C. Hydro Gas, Rail and Research and Development Operations. Privatization will cost more for average British Columbians as well as reduce workers' benefits," said OTEU President Anne Harvey. [Local 378 represents several thousand workers at B.C. Hydro.]

"These publicly-owned companies have a mandate just to break even. In order to make a profit, private companies buying these businesses will probably have to either reduce service and maintenance, increase consumer prices, decrease workers' wages or get a government subsidy. There is no other way to make a profit.

"The government keeps telling us private enterprise is cheaper and more efficient, but have you heard of consumer prices going down when a company has to satisfy shareholders and investors?"

"These plans for privatization will be bad for the average British Columbian and that includes OTEU members. Almost every family in the province is served by B.C. Hydro so privatization means we are all going to pay more," Harvey said.

Because of the economies of scale, there are some things a large publicly-owned monopoly can run better such as the medical system, ferry system, armed forces, liquor distribution, ICBC and police. The government is trying to buck the trend by privatizing.

Public-owned companies or crown corporations are accountable to the public.

The B.C. public owns B.C. Hydro now. Why give it away to just a few shareholders?

Electricity bills rise

Privatization means everyone's electricity bills may go up. The Hydro Gas Division has been profitable for several years and as a result, has been a major contributor to the financial stability of B.C. Hydro.

Gas Operations made \$23 million in 1985, \$26 million in 1986 and \$14 million so far this year. Once gas revenues are removed from Hydro, electricity costs will go up.

Also, electricity bills will rise because administrative and technical service expenses will no longer be shared between the gas and electricity divisions.

Higher gas bills too

Currently, B.C. consumers have some of the least expensive residential gas rates in Canada. This is partly because we're close to a natural gas supply. But a large part is because Hydro Gas acts as a retailer or a middleman between the producers and the consumers. The only way for a middleman to increase profits is to raise rates.

Also, gas distribution pipelines that share rights of way with B.C. Hydro will have to pay a rental fee for the use of common property, distribution lines and use of the field stations.

Both in Canada and the U.S., investor-owned utilities charge higher rates than public-owned utilities.

Service decline

Hydro Gas currently offers services such as free gas inspections that would likely be cut by private owners. So far, if gas appliances at home need attention, Hydro Gas employees will adjust the gas burners, analyze the gas flue, grease stiff taps, reposition handles and even tighten loose gas oven door handles.

These services and dozens more are all done free. Private gas companies who have to make a profit will either charge customers for every service or tell people to call a repairman at their own expense if they have problems. . .

Job loss looms

Hydro employees are not getting the whole story about the impact of privatization from the government, according to a consultant's report recently obtained by OTEU.

"According to a government report we recently obtained in Victoria, the situation at Hydro is far more dangerous for job loss than we've been told," said OTEU President Anne Harvey.

The report, prepared by the consulting firm Thorne, Ernst & Whinney and presented to Stephen Rogers earlier this year, analyzed the feasibility of the sale of Hydro as a whole and as separate parts.

(Ernst & Whinney are the consultants who advised the British Government on privatization.)

"In the report, there is the suggestion that meter reading be contracted out. Also, the study details the number of employees in support service areas and suggests that Hydro should look at contracting these out," Harvey said.

The report's recommendations on whether to privatize were based on whether the particular Hydro division has "commercial potential" and can make a profit as a separate company and whether its sale would create a "public policy issue" or political problem for the government.

"The government is making decisions on the ideological basis that somehow private ownership is better, but this is not based in fact.

"For example, the government has ignored the report's recommendation that Victoria Gas and Research & Development are poor choices for privatization. The fact they've disregarded the report's recommendations brings the point home that privatization is being done for ideological reasons."

The report reveals that the government is considering privatizing a host of other Hydro units that have not been disclosed so far. For example, "privatizing out" contracts for support services and meter reading, transferring remote diesel generating to the municipalities and the report also discusses the future privatization of the Hydro electrical group because it is forecast to be in a break even position by about 1993.

Local 397:

Saskatchewan legislation scraps workplace rights

On September 30, Saskatchewan's Minister of Education introduced two bills (46 and 47) which do a lot more than reorganize the community colleges and technical institutes into a new Northlands Career College, eight regional colleges and a new Saskatchewan Institute of Applied Science and Technology.

The bills say management no longer has to recognize the employees' union (SGEU) and their collective agreements, as traditionally required by the Trade Union Act.

When the legislation is passed, institute and college employees will have no union, and will lose the protection and benefits of a collective agreement.

Your rights are threatened, too

Although Saskatchewan Government Insurance (SGI) president Alex Wilde has provided assurances that the union and its collective agreement will accompany any SGI sale, bills 46 and 47 and expected major changes to the Trade Union Act indicate the Government could act otherwise. (OPEIU Local 397

represents SGI employees.)

The Government defends bills 46 and 47 by saying that when new structures are created, employees should have "the right to choose" new working agreements and a new union (or no union) if they wish.

At this year's Saskatchewan Federation of Labour convention in late October, Minister of Labour Grant Schmidt told delegates that if SGI is privatized employees "can have a union of their choice." Schmidt was responding to a question posed by OPEIU Local 397 Staff Representative Dave Maki about the status of the collective agreement in a privatization scenario.

However, what really is the "choice" the government is offering employees?

The "choice" is to erase the benefits we have built up over the past 40 years—like our 5/4 workweek and protection against job loss when work is contracted out. The "choice" is to start completely over and negotiate a different collective agreement. If this happens, we may never again obtain our current benefits, said OPEIU International Vice President William Wittal

SGEU is fighting the deliberate attempt to break its union by asking all college and institute employees to sign up again with SGEU before the legislation is passed. This will enable SGEU to be "recertified" as the employees' union, and will freeze the conditions of employment until a new collective agreement can be negotiated.

This is the likely action the union would take, should any SGI privatization eliminate employees' rights under the current collective agreement.

What the people told us

In October as part of our public awareness campaign, OPEIU-sponsored leaflets opposing the sale of SGI were mailed to every Saskatchewan farm household (about 72,000 total). As well, several thousand more of these leaflets were hand-distributed in communities throughout the province, and copies of a petition were circulated.


In particular, several leaflet distributions at malls gave OPEIU members an opportunity to discuss the proposed SGI sale with shoppers of all ages. The typical reaction was firmly against such a sale.

At some malls, people even lined up to sign the petition.

The leaflet asked readers to return an attached "It's No Sale, Premier" reply card to your union office. Almost 6,000 signed replies opposing the privatization of SGI were received.

[The preceding article was adapted from a survey of the public conducted by OPEIU Local 397 that represents employees at Saskatchewan Government Insurance.]

**NOW WE'RE
TALKIN'
UNION
YES**



This is the year we'll be telling America what unions mean to the workplace, to families, and communities. "UNION YES" is the simple, powerful slogan of the AFL-CIO's \$13 million advertising campaign on television and radio. "UNION YES" will make it clear that unions are attracting a new generation of workers. "UNION YES" will show how unions are vital to our society—by providing a voice on the job, and by addressing issues that are crucial to all Americans. This exciting campaign will be made even more powerful with your active, enthusiastic support. As an individual member, you can carry the message of "UNION YES" to friends and family, to other union members, to unorganized workers—even to the news media. America needs unions to get moving again. So let's talk up "UNION YES"—so that everyone will be able to get the message.

AMERICA WORKS BEST WHEN WE SAY, UNION YES

Krshul appointed St. Louis COPE director

by Patricia Allen
President, OPEIU Local 13

Local 13 of St. Louis, Missouri, is extremely proud of member Karen Krshul. In February 1986, she was appointed the Director of the Committee on Political Education (COPE) for the St. Louis Labor Council, AFL-CIO.

As COPE Director, Krshul's territory covers 13 counties in Missouri, representing some 250,000 union members. She is charged with educating these members on political candidates that have labor's interests in the forefront and on political issues that affect the labor movement.

Krshul is also in charge of the Political Action Committee and the St. Louis Labor Council's Project 2000—a political organization whose members are labor organizations and individual local union members. Krshul's efforts have enabled the Project 2000 program to be a great success. Krshul is also in charge of the St. Louis area AFL-CIO Community Services Department's semi-annual blood drive for the American Red Cross.

Krshul joined Local 13 in 1979 when she worked for the CETA Job Development and Placement Program. When her CETA job was eliminated, Krshul was hired as personal secretary to Robert J. Kelley, President of the St. Louis Labor Council, and held that position until February 1986 when she was appointed as the COPE Director.

Krshul is a member of the Women's Political Caucus, the League of Women Voters and the Coalition of Labor Union Women. She is on the Board of Directors of the St. Louis United Way and serves on their Research and Development Committee. Krshul has been nominated this year for the Leadership St. Louis Program, a year-long fellowship program dealing with local and national issues.

In addition to Krshul's many jobs, she has found the time to be an active and contributing member of Local 13. In fact, she doesn't have the words "I can't help you" in her vocabulary, a fact which Local 13 and the St. Louis Labor Community are extremely grateful for.



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 and 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.

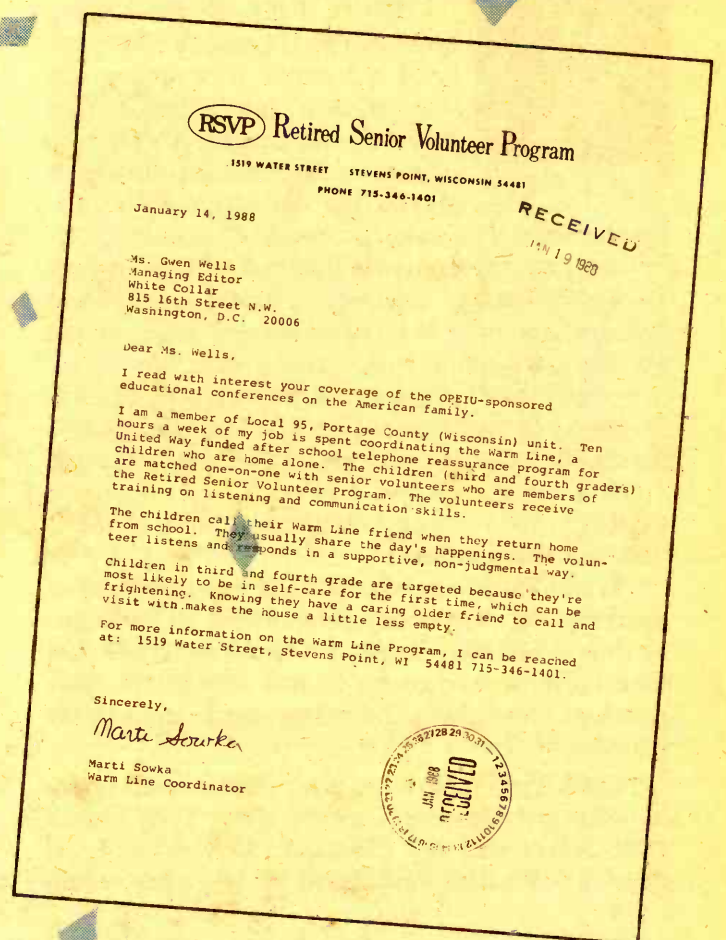
If we print the photo and story you submit, you will immediately be sent \$25, as well as receiving credit in *White Collar*, just as we will to Patricia Allen for the article submitted here.

Happy hunting, bounty hunters.

Happy 80th Birthday, Local 1!



Pictured (left-to-right) at Local 1's 80th anniversary celebration on December 15, 1987, were International Director of Organizing Mark Reader, Local 1 Recording Secretary Mary Moore, Trustee Rita Pfarr, President Karen Perryman, Sgt-at-Arms Dulcy Russell, Secretary-Treasurer Shirley Mayes, Vice President Valrea Manlove, and Trustees Annie Hackett and Georgia Phillips.





OPEIU commits to national family rally and policy

—John Kelly, International President

"Incredibly enough, the United States is the only industrial nation—except for South Africa—that does not have a national family policy," charged American Family Celebration spokesperson, Joyce Miller. "This is an absolute disgrace, and cannot be tolerated any longer."

Despite numerous polls showing that resolving problems of working families is foremost in the minds of voters in 1988, family issues have yet to receive serious attention in this campaign season.

According to a poll by Peter Hart Research Associates for the political action committee Kidspac, 47% of voters said a presidential candidate who emphasized children's issues would appeal to them "a great deal" or "quite a bit."

Our nation has been built by strong families. Every family is unique. Yet we all have common needs.

Under the banner of "Strengthening Our Nation's Commitment to Families," an American Family Celebration will be held in Washington, D.C. on May 14, 1988—at the seat of the national government. The event will demonstrate the demand for a comprehensive, national policy to strengthen working families, and seek to elevate those concerns to the 1988 campaign agenda.

Thousands of concerned citizens are expected to attend, including members of OPEIU and other unions, religious, civil rights, women's, children's, senior citizens, consumers, and health groups. The participating organizations range from twenty inter-

national unions to the National Council of Churches.

"All American families share a need for the things we are highlighting in this event: family and medical leave, quality child care, services for the elderly, comprehensive health care, equity in quality education," commented Miller, who is also the national president of the Coalition of Labor Union Women (CLUW). CLUW is the coordinating organization for the American Family Celebration.

"All of these things are part of a broader, and increasing need for economic justice; which includes job security, a decent standard of living, and a right to a voice on the job," Miller continued.

"The AMERICAN FAMILY CELEBRATION is designed to send a clear message to Congress and to the presidential candidates of both parties, that the problems facing American families every day are crucial to our nation," stated John Kelly, president of Office & Professional Employees International Union.

"It's clear we need a governmental policy when working parents have ten million children under the age of six requiring child care in this country; when almost one-fourth of American children under the age of five live in poverty; and when almost one fifth of the workforce is functionally illiterate," insisted Kelly. He pointed out that the "grossly inadequate" minimum wage of \$3.35/hour falls two dollars under the family poverty level.

These problems are compounded by the still

(Continued on page 4)

Unions and families: historic connection

American Family Celebration

WORKING FOR CHANGE ★

MAY 14, 1988 ★

Family concerns were a major force in the birth of unions. The labor movement has always been in the forefront in fighting to protect the worker's home. Today, as more women have joined the workforce, the needs of some families have changed, but the core commitment of organized labor remains the same.

The first unions were formed in the 1790's as mutual aid societies to provide insurance for families of members. Organized labor carried this fight for the family through the hard times of the 19th and 20th centuries, always aware that the issue was not simply improved wages but greater happiness for workers and their families. In 1912, in Lawrence, Massachusetts, union women who were forced to toil in the mills went on strike, calling for "bread . . . and roses too."

Labor pushed for the 40-hour work week and the abolition of child labor in the thirties. In the 1960's labor fought for the Civil Rights Act, which guaranteed equal treatment to minority group members and women. In the seventies, labor worked to pass and strengthen occupational health and safety rules to protect workers and their families. And today, in the eighties, labor is marching again—demanding a compassionate family policy from the government and from employers.

Organized labor was the backbone of the social revolution of the thirties which brought security to young families and the elderly. Today, although new issues exist, organized labor's core commitment to the family remains intact.

The American Family Celebration is just a first step towards putting family concerns where they belong—at the top of our national agenda.

EB elects two VPs Tully and Mari



Patrick J. Tully

Region 2

Patrick Tully, Business Manager of OPEIU Local 32 headquartered in Newark, New Jersey, has been elected International Vice President for Region 2. He was elected by the Executive Board to fill the seat left vacant by the untimely death of Gerald Iuschewitz.

Tully has been active in the labor movement since the early 1960s, as an executive board member and union officer. In 1979 he became Local 32's business manager, a position he has held ever since.

In addition, he rose to the position of Secretary-Treasurer of the Local in 1980, became a delegate to the Essex West Hudson Labor Council in 1962, and a board member of the Newark Private Industry Council in 1985—all organizations in which he maintains an active interest.

When Tully joined Local 32, it was composed of approximately 1,500 members, almost all employed by Blue Cross/Blue Shield of New Jersey. Since that time Local 32 has grown to well over 3,000, with members throughout the public sector and private industry.

Tully will join three other vice presidents representing Region 2—Michael Goodwin (New York's Local 153), James Mahoney (Boston's Local 6) and L. J. Sheridan (Washington's Local 2). Region 2 covers

New England, as well as New York, New Jersey, Delaware, part of Pennsylvania, the District of Columbia, Maryland and West Virginia.

Tully is married to Roseann Walsh (since 1964) and has five children: Patrick Jr., Elizabeth, Catherine, Christopher, and Steven.



Paul R. Mari

Region 3

The Executive Board also elected Paul Mari to fill the vacant position in Region 3. Mari is and has been President of Local 73 in Jacksonville, Florida, since 1982.

Mari began his OPEIU career working as a rank-and-file member for an OPEIU-shop Sea-Land Service, a shipping company. He became active as a shop steward in 1973 and was elected vice president in 1975. He has worked for OPEIU members ever since.

He is also active in the community where he fundraises for the Boys Home, the Jacksonville Zoo and the Spina Bifida Association.

In 1971 he married Brenda Green; they have two lovely daughters.

Region 3 covers OPEIU members in Kentucky, Tennessee, Virginia, North Carolina, South Carolina, Georgia, Florida, Alabama, Mississippi and the Commonwealth of Puerto Rico.

U.S. Price Index

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

1986	
January	324.3
February	323.2
March	321.4
April	320.4
May	321.4
June	323.0
July	322.9
August	323.4
September	324.9
October	325.0
November	325.4
December	325.7

1987	
January	327.7
February	329.0
March	330.5
April	332.3
May	333.4
June	334.9
July	335.6
August	337.4
September	339.1
October	340.0
November	340.4
December	340.2

Canadian Index

Statistics Canada
New Base 1981 = 100

1986	
January	130.1
February	130.6
March	130.9
April	131.1
May	131.7
June	131.9
July	132.9
August	133.3
September	133.3
October	134.0
November	134.7
December	134.9

1987	
January	135.2
February	135.2
March	136.4
April	137.0
May	137.8
June	138.2
July	139.2
August	139.3
September	139.3
October	139.8
November	140.4
December	140.5

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.