



WHITE COLLAR

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

No. 430

January-February-March 1989



OPEIU on the move with organizing victories

Municipal Credit Union employees vote Local 153

In spite of threats, promises, captive audience speeches and the firing of a key union supporter, Municipal Employees Credit Union (New York City) employees voted in a National Labor Relations Board election 85-to-65 to be represented by OPEIU Local 153. The election held throughout the branches took place January 11, 1989.

Local 153 will now represent the tellers and clerks working at the 100-year old credit union, which serves New York City workers. Branches are located in Manhattan, Brooklyn, Queens and the Bronx.

Low wages, discriminatory treatment and lack of grievance procedures were the principal issues that spurred the employees to organize, said Local 153 Secretary-Treasurer Michael Goodwin. "We now look

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Employees at St. John's Credit Union join Local 459

On December 29, 1988, employees at St. John's Michigan Federal Credit Union overwhelmingly voted to unionize with OPEIU Local 459. "The victory was no surprise to the credit union employees, who had been working towards this end since November," said Local 459 President Neal Wilensky.

Issues during the campaign were many: low wages, poor benefits, virtually no benefits for part-timers, and most significantly a management specializing in arbitrary and capricious actions.

Employees were angered when management hired two new employees off the street and paid both of them far more money than was being paid to other credit union employees.

Management's reaction to the organizing campaign was bad from the start, Wilensky said. The employer hired a high-priced anti-labor attorney who ran a nasty campaign aimed at slandering the union and its service representatives.

The attorney also advised the credit union to continue fighting the union after the election. With this strategy in mind, the employer filed frivolous and unsubstantiated unfair labor practice charges in an attempt to delay certification of the election.

The anti-union strategy ultimately backfired when credit union members and board-of-directors members began questioning why the credit union was fighting the union so hard. Members also questioned the large sum spent on the anti-union attorney.

Management has dropped its unfair labor practice charges, clearing the way for negotiations, Wilen-

(Continued on page 4)

OPEIU closes PRMMI ports and gains contract victory

In the face of the employer's demand that they take permanent and drastic concessions, the employees at Puerto Rican Marine Management, Inc. (PRMMI) went on strike February 3, 1989, in New York, New Jersey, South Carolina, Maryland, Louisiana, Florida and Puerto Rico. The OPEIU members are represented by Local Unions 153, 73, 403 and 402.

Union solidarity won the day as the International Longshoremen's Union refused to load and unload the PRMMI container ships and the International Brotherhood of Teamsters refused to cross the OPEIU picket lines.

The company was instantly in total disarray, said International Vice President Michael Goodwin, and the volume of business plummeted drastically. On the tenth day of the strike, the company cried "uncle" and requested formal negotiations.

Goodwin, who led the union in the bargaining sessions, reported the successful conclusion of the strike and the negotiations. Rather than giving up hard-won gains the OPEIU members won wage increases of 25¢ per hour in labor grades 1 through 3, and 30¢ per hour in labor grades 4 to 6. In addition, they gained a 2 percent wage raise retroactive to September 1, 1988; and additional 3 percent raise, as of September 1, 1989; and another 3 percent on September 1, 1990.

Although the employer demanded substantial givebacks in health coverage, the employees held on

(Continued on page 4)



OPEIU turns out to support Eastern Airlines strikers. See editorial on page 8.

Civil service group joins Local 32

Almost 500 municipal workers are now OPEIU members as a result of the affiliation of a civil service association in North Jersey with Local 32.

Essex Council #1, covering six units in the public sector, joined Local 32 in June of 1988, reports Business Manager Patrick Tully in an effort to improve its bargaining relationship with the numerous employers. The Council includes employees in the Township of Belleville, the Township of Bloomfield, the Township of South Orange, the Township of Orange, the Orange Housing Authority, and a unit of the Newark Housing Authority.

Essex Council #1 was originally part of the New Jersey Civil Service Association and is headed by President Ernest Stapleton. As bargaining representative for the individual employee associations within it, the Council negotiated agreements and assisted

(Continued on page 4)

Unions protest City of Hope annual charity sale; two-year battle over pay cuts expands

City of Hope's annual charity sale had a new look this year as dozens of union protesters greeted shoppers with a spirited picket line.

One of the biggest charity sales in Los Angeles, the "Town Fair Bazaar," raises hundreds of thousands of dollars for the City of Hope Medical Center in Duarte, California. But this year the 4,000 shoppers learned about the uncharitable side of City of Hope, where two years ago close to 200 clerical employees lost over a dollar an hour in pay.

"We want everyone who has anything to do with the City of Hope to know how this prestigious hospital treats its workers," said Gwen Newton, Secretary-Treasurer of the Office and Professional Employees

(Continued on page 4)

An outspoken gourmet chef serves as Local 35 VP

by Judy Burnick, Local 35 Business Representative

Greg Wozniak is the executive chef for the Northwestern Mutual Life Insurance Company in Milwaukee, Wisconsin, and the Vice President of OPEIU Local 35. With over 20-years experience as a chef, Greg is in popular demand for his culinary skills not only at Northwestern but in the greater Milwaukee area by well-known entertainers who come to the City.

Artists, such as Neil Diamond, John Denver, Kool and the Gang, Dolly Parton and others, receive not only the finest in food from Greg but sometimes his opinions, too.

On a recent visit by Neil Diamond, Greg prepared a special entree requested by the star that was not on the menu. Following dinner, as a sound check was

mond asked him "How do I look now?" Greg assured him, he looked fine.

Entertainers such as John Denver, John Cougar Mellencamp, Bruce Hornsby, Heart, Dan Fogelberg, The Bangles, Kool and the Gang, REO Speedwagon and numerous others have come to know Greg and now often have special requests for menus when coming to Milwaukee. Conversations have ranged from discussing a diet with Dolly Parton to giving opinions on John Denver's new contacts.

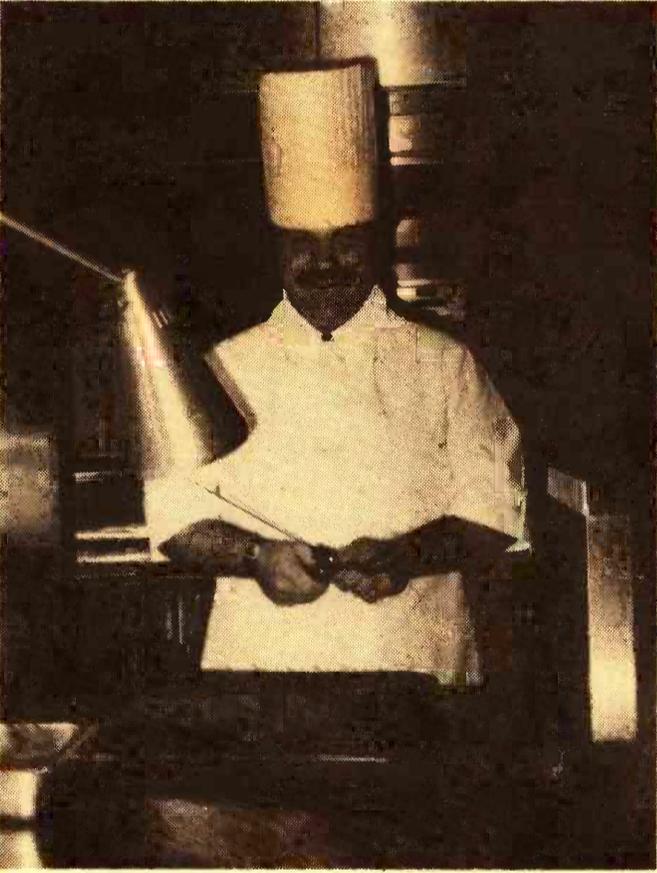
In addition to Greg's work at Northwestern and for the entertainers, he uses his talents as a chef for the benefit of charities such as the Ronald McDonald House. In Milwaukee, at a benefit dinner hosted by the Greater Milwaukee Chef's Association, Greg was

Maritime Newsletter features OPEIU

OPEIU was featured in a full-page article in *Maritime Newsletter*, published by the AFL-CIO Maritime Trades. As representatives of thousands of transportation workers, OPEIU has for many years been an active member of the Maritime Trades.



WANTED



\$25 REWARD

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 Judy Burnick for the article submitted here.

Happy hunting, bounty hunters.

taking place prior to the performance, Diamond thanked Greg for an excellent dinner. Greg appreciated his compliments and then proceeded to tell the singer that his appearance was a little scruffy—sort of "rough"—and hopefully he would "clean up his act" before going on stage. Diamond told Greg to make sure he was just below center stage in front just before the show started.

As the show started Neil Diamond came on stage, greeted the crowd, and came over to Greg. Kneeling down on the stage and covering the microphone, Dia-

selected as one of the host chefs and helped in raising over \$5,000 for the charity.

Though he is busy both at and outside of work, Greg still finds time to serve as the Vice President of OPEIU Local 35. Prior to OPEIU he belonged to and was active in other unions in the Hotel/Restaurant Division. He is a member of the Professional Chef's and Cooks Association, The American Culinary Federation and is seeking his National Chef's certification.

WHITE COLLAR

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

JOHN KELLY <i>President</i>	GILLES BEAUREGARD <i>Secretary-Treasurer</i>
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GWEN WELLS
Managing Editor

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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.

**Lasers and the eyes:
Myth versus reality**

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

Director, Western Institute for
Occupational/Environmental Sciences

When a medical breakthrough grabs the public's attention, it is often followed by an exaggerated (mistaken) notion of just how much this new marvel—drug, surgical technique, promising new treatment—can do.

That's how medical myths are born.

Take lasers as an example.

One of the first medical applications of lasers following their development nearly 30 years ago was to treat eye diseases. Today, the high-tech devices are being used to manage successfully a variety of eye disorders. But specialists at the Massachusetts Eye and Ear Infirmary in Boston say there are still some things that lasers can't fix.

"There's no doubt that lasers have revolutionized eye surgery, and they continue to do so," says Carmen Puliafito, M.D., director of the infirmary's Morse Laser Center. "But there are some misconceptions about lasers which have developed throughout the years."

Many people mistakenly believe, for instance, that lasers are used to remove cataracts. That's not the case. Cataracts must be removed with conventional surgery.

Following cataract surgery, however, part of the human lens not removed may cloud over and blur vision. Then laser light is used to make a small opening in this membrane, allowing light to enter the eye.

Another common myth is that lasers can be used to repair detachment of the retina. That's the light-sensitive tissue that lines the back of the eye.

Again, the experts say only conventional surgery can be used to treat detached retinas. However, lasers can weld some small holes and tears in the retina. These sometimes precede detachment.

A more recent misconception is that lasers can be used to correct such refractive disorders as nearsightedness and farsightedness. That's not possible, yet. But researchers are working on it, testing a device known as an excimer laser. It's too early to tell whether this line of inquiry will produce results.

Laser light has proven to be a safe and effective way of treating many eye conditions, including the leading causes of blindness in the United States. These are glaucoma, age-related maculopathy, and diabetic retinopathy.

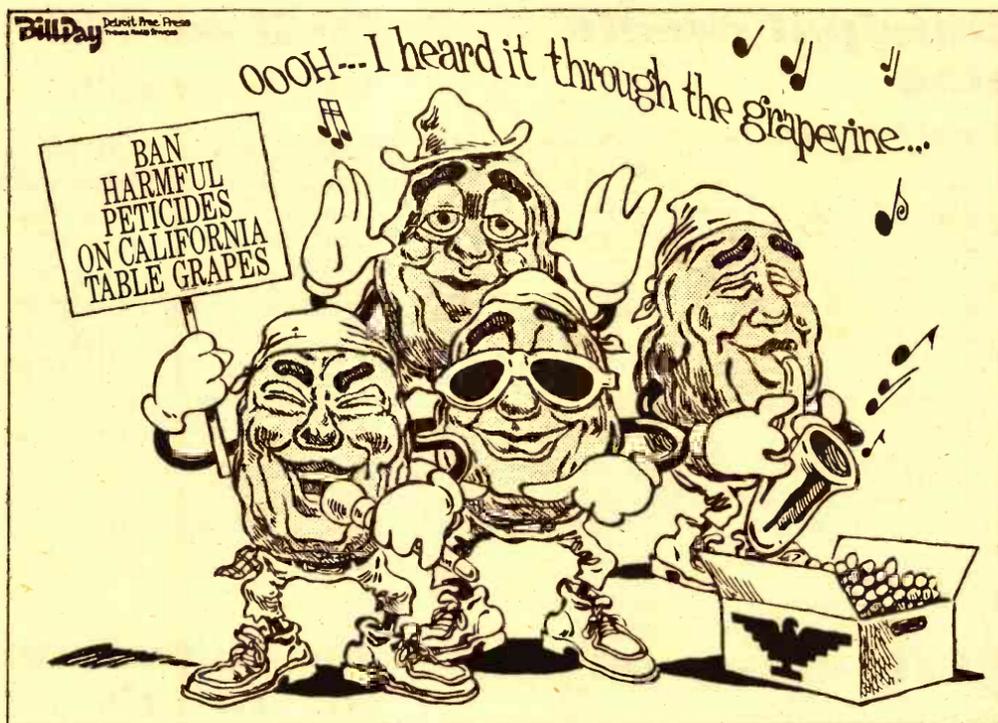
Several types of lasers are currently used to treat eye disorders. One type is known as a photocoagulation laser which uses heat to seal leaking blood vessels, weld torn eye tissue, and make small openings in the eye.

Another type is called a photodisruption laser, and uses quick bursts of energy to cut small openings in the eye. This is the type of laser that is particularly useful in piercing clouded membranes following cataract surgery.

Laser surgery has many pluses going for it: There is little if any risk of infection. The ophthalmologist can operate the device with microscopic precision. In addition, most laser surgery is performed in an office on an outpatient basis. It's also virtually painless and is usually completed in less than 20 minutes.

The myths about lasers' prowess are interesting, if you don't take them seriously. The reality of this development is even more impressive in preserving vision in many cases.

But the reality is that early detection of eye disorders through regular checkups is still by far the most effective method of saving your sight.



Washington Window

Family Leave: The time has come

by Press Associates

Beverly Wilkerson began working as a secretary for a small company in Atlanta. She worked her way up in five years to become an \$18,000 a year senior administrative assistant.

At age 28, Wilkerson became pregnant with her first child. She returned to work after five weeks maternity leave. On her first day back, the boss of the company she had helped grow from 10 to 40 employees told her that her job had been eliminated.

"I had thought of the company as a family. That was the company line," Wilkerson told the House Labor-Management Relations Subcommittee. "I invested five years of my life there. It was like losing a part of my family."

Wilkerson told the lawmakers, "A woman should not have to choose between her job and having a family."

Joan Curry was working as a clerk at a major university in Washington, D.C. when she moved her 74-year-old mother, an Alzheimer's patient, from New York City to her apartment. She explained to her supervisor that she'd have to call in late some mornings and take some long lunch hours to care for her mother.

"I thought we had an understanding," Curry told the House panel. But her supervisor soon asked her to resign because she was setting "a bad example for co-workers." She said it took her several months to find another job, a period in which she lacked any health insurance.

Curry urged the legislators to "ease the burden of other daughters and sons who face the same heart-breaking situation."

Wilkerson and Curry represent millions of women and men who live in fear of losing their jobs if they take time off to care for a new-born or sick child or for an elderly and infirm parent. People like Wilkerson and Curry have been coming to Capitol Hill for the past five years to plead for a remedy from a Congress where rhetoric about family values flows freely.

But optimism is running high that this will be the year that the United States joins other advanced nations in adopting a family leave policy. More than 100 countries have laws requiring employers to guarantee parental leave. Most industrialized nations require paid leave.

The newly-reintroduced Family and Medical Leave bill is gaining wide bipartisan support as the case for this modest proposal is pressed by a broad coalition of some 150 groups representing labor,

religion, women, children, seniors, minorities, and the medical and mental health professions.

Under the bill, an employee could take up to 10 weeks of unpaid leave over two years to care for a new-born or adopted child or for a seriously ill child or parent. Under medical leave, a worker could take up to 15 weeks of unpaid leave a year for his or her own serious illness or injury. Employers with fewer than 50 employees would be exempt for the first three years, with the ceiling then going down to 35 workers.

To gain support among Republicans, the bill was scaled down from earlier versions, which had called for 18 weeks of family leave, 26 weeks of medical leave, and exemption for firms with fewer than 20 workers.

Yet the compromise has not stilled the drumbeat of opposition from groups like the National Association of Manufacturers. Parental leave is "good business, a valuable recruitment and retention tool," NAM says, but then urges it be "voluntary."

Business arguments on this issue against government interference in the "free market" echo those used against a federal minimum wage, child labor laws, and other labor standards.

Another argument is that business would sustain added costs. But a General Accounting Office study concluded that any costs from the legislation would be insignificant. In fact, employers with family leave policies report higher morale and productivity.

Some opponents of parental leave seem to be living in an Ozzie and Harriet world of the early 1950s when only 12 percent of women with small children were in the workforce. Today, that so-called "typical" American family where the husband is the breadwinner and the wife is a full-time homemaker amounts to only one-fifth of all families.

Today, nearly 67 percent of women with children under age 3 are in the workforce, compared to 34 percent in 1975. Today, nearly 20 percent of children live in single-parent households.

Child experts agree that parents need time to form loving bonds with their new-born in the early weeks and months and that these bonds are crucial to a child's development.

The Family and Medical Leave bill is needed most by society's most vulnerable: the very young, the very old and the very sick who will be better cared for when their families don't have to choose between their jobs at home and their jobs at work.

Municipal credit union

(Continued from page 1)

forward to negotiating a contract for these new members and providing them with OPEIU representation," he said.

Local 153 is one of the few unions representing financial workers in the New York City area, Goodwin said.

He also said he would like to thank Larry Kirkland, a long-time Local 153 steward at Amalgamated Bank, for his hard work on the campaign, as well as Organizers JoAnn Bynum and Sharon Fortune (the fired credit union activist).

OPEIU closes ports

(Continued from page 1)

to their current plan and rates. And, the employer agreed to pay for the health coverage of members, upon retirement—a major step toward assuring our members security in their retirement years.



Local 153 members gather at Elizabeth, N.J.

Even better: the Local 153 pension fund contribution by the employer was increased to \$34 per week, retroactive to September 1, 1988; \$37 per week as of September 1, 1989; and \$40 per week September 1, 1990. All employees at the maximum of their labor grades will receive an additional \$9 weekly contributed to their pension.

Goodwin said the union was very proud to not only announce that **not one permanent concession** was made in the contract, but that so many improvements were gained instead.

Heading the OPEIU locals involved were Goodwin of Local 153 (New York, New Jersey), Local 73's Paul Mari (Florida), Don Haines of Local 2 (Maryland), Miriam Colon of Local 402 (Puerto Rico), and Local 403's Michael Kearney (Louisiana).



Local 402 President Miriam Colon (Puerto Rico) "supported" by the members.

Civil service

(Continued from page 1)

members in civil service proceedings.

Affiliation talks began early in 1988 with Local 32. Essex Council #1 was drawn to the OPEIU local largely because of its excellent reputation in representing public employees in New Jersey and also because of the large degree of autonomy an affiliation allowed the individual units.

Since the affiliation, Local 32 has assisted in negotiating an agreement in the Township of Belleville, where the employees had been without a contract since December 31, 1987, and brought a number of outstanding grievances and arbitrations to a successful conclusion.

Employees at St. John's

(Continued from page 1)

sky reports. Also there have been changes on the credit union's board of directors. These changes are indicative of a fair sentiment on the governing board of the credit union.

Meanwhile, employees at St. John's Credit Union are preparing for contract negotiations and looking forward to a rewarding relationship with Local 459.

Local 32 probation officers win \$1.3 million in court battle

Members of Local 32—probation officers working in Essex County, New Jersey—shared in a bounty of \$1.3 million, the result of a lawsuit brought by Local 32 to enforce the terms of a contract ratified in 1986.

The contract, legitimately negotiated and ratified by both sides, was repudiated by a newly elected county executive, Nicholas Amato, said Local 32 Business Manager and International Vice President Pat Tully.

The case heard in county superior court was found in favor of the OPEIU members who gained more than 16 percent in wage increases—much of it retroactive.

Tully noted that this was the first contract for the 150 probation officers, who were very impressed with the Local's tenacity in supporting their claim.

U.S. Price Index

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

1987		
June	334.9	
July	335.6	
August	337.4	
September	339.1	
October	340.0	
November	340.4	
December	340.2	
1988	Old*	New*
January	341.0	114.5
February	341.6	114.7
March	343.0	115.1
April	344.7	115.7
May	346.1	116.2
June	347.6	116.7
July	349.1	117.2
August	350.7	117.7
September	353.0	118.5
October	354.2	118.9
November	354.6	119.0
December	355.0	119.2
1989		
January	356.7	119.7
February	358.0	120.2
March	360.0	120.8
April	362.9	121.8

Canadian Index

Statistics Canada
New Base 1981 = 100

1987		
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	
May	143.4	
June	143.6	
July	144.5	
August	144.9	
September	145.0	
October	145.7	
November	146.1	
1989		
January	146.8	
February	147.8	
March	148.5	

* 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.

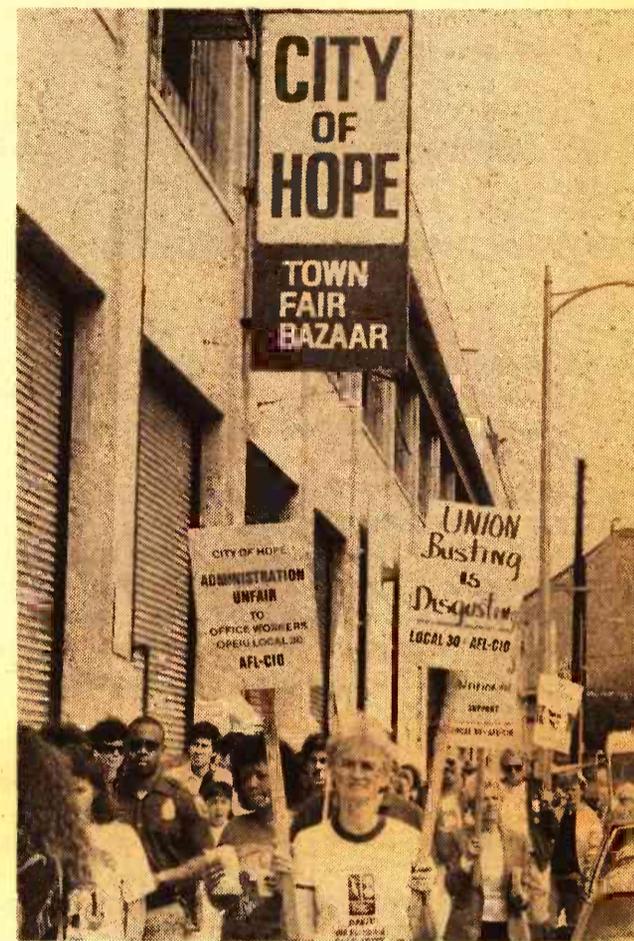
Unions protest

(Continued from page 1)

International Union Local 30.

Shoppers were handed leaflets that outlined the City of Hope's anti-union campaign:

- Increasing clerical employees workweek by five hours with only a fractional raise in hourly pay;
- Rejecting a decision by an impartial factfinder against the cuts;
- Turning its back on organized labor, a principal founder and financial supporter of the hospital.



Trade unionists throughout Southern California, including several members of the Communications Workers of America (CWA), joined Local 30 members at the charity sale. Members of the two major garment unions, the International Ladies Garment Workers Union (ILGWU) and the Amalgamated Clothing and Textile Workers Union (ACTWU), former City of Hope volunteers, gave special testimony on the City of Hope's betrayal. It was these "Needle Trades" unions that helped build the City of Hope more than 50 years ago as a tuberculosis sanatorium.

Last year the AFL-CIO executive council voted to place the City of Hope on the national boycott list, alerting affiliated unions to withhold all financial support from the hospital. Resolutions condemning City of Hope labor policies have been passed at several union conventions. The City of Hope has also been named to the infamous "Dishonor Role" of the AFL-CIO's Industrial Union Department.

"The entire labor movement has responded to Local 30 members' plea for help," said Newton. "The City of Hope is now making an enemy of a former friend."

Local 30 has taken its fight for justice to all corners of the City of Hope's massive fundraising network. "The City of Hope cannot hide from us," said Newton. "We won't give up until we get the hourly pay we're entitled to."

The anti-worker policies at the City of Hope were initiated two years ago by its new president, Rabbi Sanford Shapero. Just last month, the administration made a settlement offer to the union that would have meant an immediate four percent raise. The City of Hope clericals turned down the offer by a two-to-one margin.

"We're unified, determined and not interested in any concessionary contract," said Newton. "We know we can win."

New Local 153 members at Adelphi University gain 27% in wages and a union after 6-week strike

The 275 secretary, technical and clerical workers of Adelphi University were jubilant as they came in off the streets to vote a hard-won contract—their first union agreement.

“These are spunky, well-deserving and hard-working university employees,” said Local 153 Secretary-Treasurer and International Vice President Michael Goodwin. “They fought a hard battle for Local 153 representation. We only won that fight in June 1988, when employees voted overwhelmingly 197-to-42 for unionization. Now, but only after a six-week strike, have they finally gained their first 153 contract and the kind of benefits and dignity they so richly deserve.”

With this new agreement each employee will receive two raises in each year of the three-year contract for a total of a 27 percent wage increase. For the first time ever, minimum salary levels in job classification will rise, adding another 1.8 percent increase.

The wage increases for all the OPEIU members are: retroactive to September 1, 1988, 8 percent; effective March 1, 1989, \$5.00; effective September 1, 1989, 7 percent; effective March 1, 1990, \$5.00; effective September 1, 1990, 6 percent; and effective March 1, 1991, \$5.00.

In addition, employees will see the contribution from their own paychecks to the health plan reduced to 20 percent for the individual plans and to 10 percent for family plans. The university will pick up the balance, effective September 1, 1989.

A thunderous ovation went up from the Local 153 members at the contract ratification meeting when Business Representative John Dunn announced that the university agreed to the union security clause—a clause protecting their newly elected union representation.

“The mood of all the members was incredible to see. No one wanted to leave the hall,” Goodwin said. “They were so excited and happy they did not want



this moment of victory to end.”

But, it was an uphill struggle. He said it was evident at the beginning of negotiations that a strike was inevitable. “The president of the university, Peter Diamandopoulos, was determined to break these women. He apparently was outraged that they had the temerity to organize a union and assumed that by forcing them on strike they would cave in. Was he mistaken,” he said.

Negotiations began July 14, 1988, with Dunn as chief negotiator. He was assisted by Business Representative Adam Kelly and an outstanding committee: Sue Austin, Florence Bolatin, Patricia De Lucia, Patricia Friedman, Betty Gregory, Mary Morreale, Florence O’Connor, Marge Segelken and Patricia Urig.

Our negotiating committee did a fantastic job, according to Goodwin, especially in recruiting picket captains and setting up shifts and picket locations. The

staff showed its resolve during this strike. In fact, as the weeks went by the unit stood stronger. It was no longer a strike just for wages and benefits but for dignity as well.

“And, by hanging tough, these new OPEIU members gained 11 percent more in wages than was offered when they struck, as well as a great deal more pride in themselves and in their union,” said Local 153 Secretary-Treasurer Michael Goodwin. He also thanked Organizers Margaret Montgomery and Sedora Villa for maintaining strike headquarters and picket lines for this six-week period, as well as all of the Local 153 office staff that greatly contributed to this victory. “This successful strike was truly a team effort,” he said.

Adelphi is the 16th university or college represented by Local 153 in the New York metropolitan area. Other schools include Hofstra, C. W. Post, Seton, Fairleigh Dickinson, Wesleyan and Fordham.

Monmouth County officers settle first contracts

First-time contracts were signed at year’s end by two groups of Monmouth County (N.J.) probation officers who are new members of Local 32. Probation officers and their superiors, principal probation officers, settled two separate three-year agreements with annual wage increases of 7.5% retroactive to January 1, 1988; 6% for January 1, 1989; and 6% for January 1, 1990, plus an additional 7.69% for additional hours to be worked.

The agreement was a first for the principal probation officers, who voted to join Local 32 in December, 1987. The probation officers also joined Local 32 in December, 1987 because they had faced mounting employer resistance to its demands and so sought the services of the OPEIU.

The settlements, according to Business Manager Patrick Tully, were not easy to come by. Negotiations in the New Jersey judicial system include three employer parties—the county assignment judge, the county board of freeholders, and the state’s administrative office of the courts. Tully noted that agreement among the employers is almost as difficult to reach as agreement between the union and the employers, because there are so many different parties involved.

Local 32 represents judicial employees in Essex County as well as Monmouth County, where as Tully points out, “The union’s negotiating skills are needed throughout the contract year, not just at the bargaining table, in order to resolve grievance disputes that would otherwise end up on the judge’s desk for final decision.”

U.S. labor movement observes April 28 as Workers Memorial Day

Local unions were urged to join unions around the country in planning events for the first Workers Memorial Day on April 28.

Organized by the AFL-CIO and its affiliates, the Memorial was an effort to focus public and governmental attention on the thousands of workers who are injured, diseased and killed on the job every year.

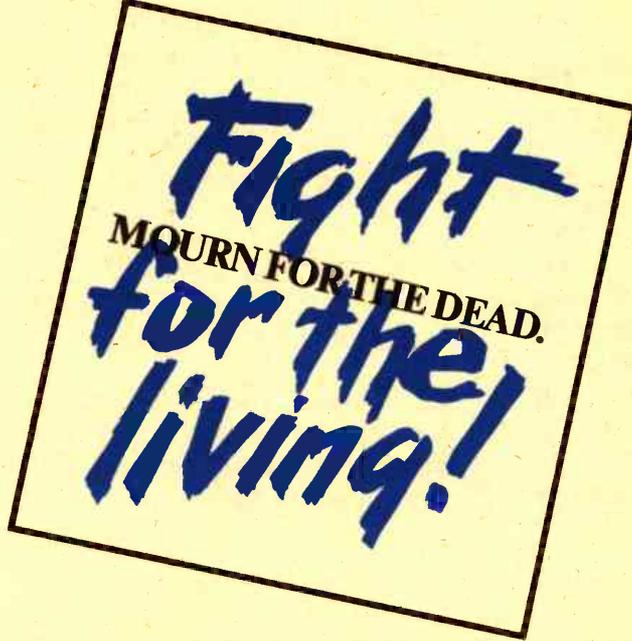
The date commemorates the anniversary of the Occupational Safety and Health Act, which took effect April 28, 1971. It also coincides with Workers Remembrance Day in Canada.

OPEIU President John Kelly said that the key to Workers Memorial Day is to publicize adversity in the workplace and the ineptness of some of the government agencies which are supposed to protect workers’ safety and health.

The AFL-CIO planned special events at sites where workers have been killed by major catastrophes and serious safety and health problems. Those sites are in Ohio, Texas, Missouri, Nebraska, Nevada and Connecticut.

State and local central bodies and unions organized events at other sites, including marches, rallies, memorial and candlelight services and on-the-job actions.

The federation urged that elected officials, community and religious leaders, coalitions on occupational safety and health, community groups and business groups be invited to participate in memorial events.



White Collar welcomes information from OPEIU locals about their participation in Workers Memorial and Remembrance Day. The information should include the site, kind of event, reason for the event (a particular accident, for example), number of participants, organizers’ names and their locals and offices held, other unions involved, and the target of the event (a governmental agency, an employer, etc.). Photos, of course, are needed. Please include a contact name and phone number in case more information is needed.

International and Local Union News

Canadian union sponsored credit card being studied

Canadian members of AFL-CIO affiliated unions may soon be able to carry their own union-sponsored credit cards if an ad-hoc group of unions can agree upon a single card with money-saving benefits.

Representatives of 29 unions met in Toronto recently to explore the possibilities of establishing an entity to create a credit card and other benefits. Union Privilege Benefit Programs is currently serving as advisor to these unions. The meeting named a steering committee of nine, chaired by Bernard Christophe of the UFCF, which will meet in late January to further pursue its agenda.



The Union Privilege MasterCard was the first benefit offered to U.S. union members, and remains the most popular. Today, some 1.3 million cardholders are saving an estimated \$50 million in interest and fees.

A disappointing aspect of the program was that Union Privilege was unable to extend the benefits of this unique credit card to its brothers and sisters in Canada. Canada's different banking system, and a reluctance of Canadian banks to offer an "affinity" card, made issuing a Canadian card difficult.

At first, no financial institution in Canada was interested in developing its own version of the Union Privilege MasterCard. However, after watching the spectacular growth of the program in the U.S.—the most successful promotion in the history of credit cards—several banks have now expressed an interest.

Because the Canadian and American banking systems are not the same, details and features of the Canadian credit card program will probably differ from the U.S. card.

Nevertheless, the Union Privilege philosophy will remain the same—low cost, superior service and unique "members-only" features. Members will be informed of developments as they occur.

Local 532 holds organizing training

March 3 and 4, 1989, OPEIU Local 532 in Mississippi, held a day-long training program for members and officers on internal organizing skills. The program, called "one-on-one," was originally developed in Canada and is now used throughout the U.S.

The training consists of training stewards, officers or members in "one-on-one" communications skills. It can be used to organize members around a political issue, a collective bargaining agreement, or for membership drives. The Local 532 program focused primarily on membership campaigns and was

led by Susan Washington, assistant director of the AFL-CIO Education Department.

Setting up the program and assisting members of Local 532 were International Representatives Jim Sheridan and Faye Orr.



Local 532 members work in groups on training skills.



Members train each other on one-on-one communications.

Local 29 settles with Blue Cross

OPEIU Local 29 reached a final agreement with Blue Cross of California which included numerous improvement in wages and working conditions. Most historic is an improvement to the grievance and arbitration procedure that calls for grievances to be resolved when the employer misses the time limits.



Pictured from left-to-right, seated, are Local 29 Representatives Eileen Preston, Linda Clark, Richard Delaney, Georgia Dobbins-Callahan and Ernie Vera, negotiating committee member. Standing, left-to-right are Brenda Brown, Holly Carey, Joy Wood, Tamara Rubyn, Charlotte Birdsell and Barbara McClain.

OPEIU charters Local 1313 in Cincinnati



Pictured above International Representative Jay Porcaro (far left) appears with the officers of the newly chartered Local 1313. The local represents the private security guards at the Cincinnati Reds ballpark. Next to Porcaro (left-to-right) are Sandy Mitchell, executive board member; Lenn Carbonia, president; Giles Galbraith, secretary-treasurer; Norb Evans, executive board member; and Todd Baskin, vice president.

OPEIU represents metal trades



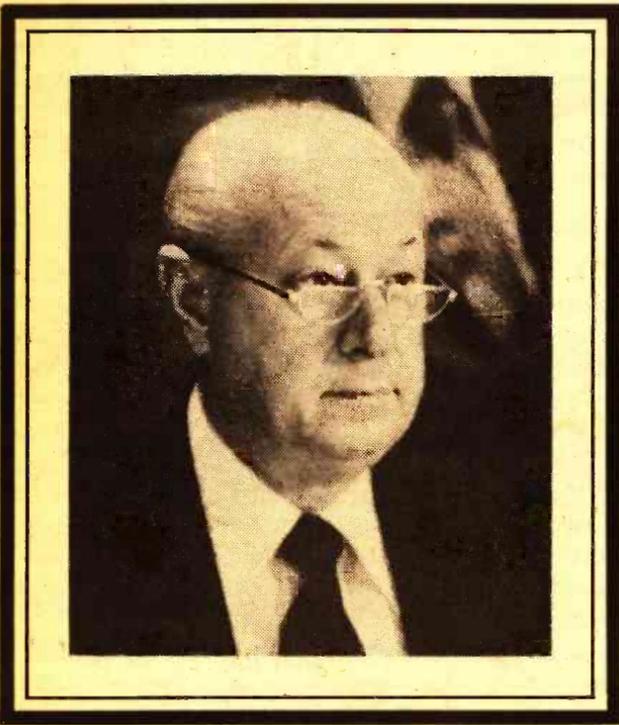
OPEIU delegates to the recent Metal Trades Department, AFL-CIO, National Conference met with MTD President Paul Burnsky (center). They are (left-to-right) Local 106 President Paul Bruno, International Secretary-Treasurer Gilles Beaugard, Local 106 Secretary-Treasurer Joe Quattromani and Vice President Steve Hancock. Local 106 represents the employees in Groton, Connecticut, who manufacture the Trident Submarines.

Retirement housing for unionists in Portland

OPEIU International Vice President Gary Kirkland serves with other Portland, Oregon labor leaders as board members and officers for two labor sponsored non-profit agencies which have built and operate four union retirement apartment buildings in the Portland metropolitan area. The two organizations—Union Labor Retirement Association and the Union Retirement Association—have provided a tremendous service to retiring workers in the region.

Kirkland is also Secretary-Treasurer for OPEIU Local 11 in Portland.

OPEIU mourns VP Emeritus Bloodworth



Oscar Bloodworth, OPEIU's Vice President Emeritus, died on March 7, 1989.

Bloodworth was the longest-serving vice president in the history of the union when he retired September 1, 1980. He was among the first 10 OEU (later changed OPEIU) vice presidents elected at the initial 1945 convention. And, he served in that capacity for 34 years, longer than any other person.

From 1968 until 1989 he also served as Southern Regional Director of OPEIU.

He became active in Federal Labor Union, Local

22222 ("Five Deuces")—now OPEIU Local 26—shortly after being hired by the Tampa Shipbuilding Company in 1941. He was elected vice president of Local 22222 in 1944 and Business Manager in 1945. He was also elected President of the Tampa Central Labor Union.

In *White Collar Union*, the history of OPEIU, Joseph Finley described Bloodworth as a union organizer with "an articulate awareness of reality and a dedication to the grind that would crush lesser men."

He was known for his quiet effective manner and his persistence in working for the union. He was always available to assist the International Union whenever needed and, in fact, worked with many local unions throughout the United States at one time or another.

Bloodworth was also active in civic affairs, working for the Methodist Human Relations Committee and the Tampa Urban League. During World War II, he was appointed to the Gasoline Rationing Board, the Rent Control Board, and the Hoover Commission on Government Reorganization.

Even after his retirement Bloodworth assisted OPEIU whenever and wherever he could. He never missed an OPEIU Convention.

"Oscar Bloodworth was and is an inspiration to all of us in the labor movement, particularly in OPEIU, who followed him. As one of our founders, he laid the foundation for the rest of us and in many ways made our jobs easier. We owe him a debt of gratitude, and we will miss him greatly," said International President John Kelly.

Bloodworth is survived by his wife Carol and son Jim.

Canadian members gain new Canadian White Collar

Below is a sample of the new Canadian issue of *White Collar*, a newsletter written and produced by our Canadian members in French and English.



Active members and officers support political action in 1988

Many OPEIU members are deeply committed to improving the lives of working men and women and enriching the quality of family life in the United States and Canada. 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 their nation, state or 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 to raise money for election campaigns. Through it the union can support candidates to public office who are dedicated to 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.

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 1988 were:

International officers and staff

Gilles Beauregard; Jesse Bridgewater; Carolyn Combs; Michael Goodwin; Patricia Jeney; John Kelly; Kathleen Kinnick; Billy M. Kirby; Gary D. Kirkland; Rosanna Knickerbocker; Richard Lanigan; James E. Mahoney; Jennifer McCleod; Charles McDermott; Yolanda Miranda; J. B. Moss; Dolores A. Musgrove; Gwen Newton; Faye H. Orr; George V. Porcaro, Jr.; Mark Reader; Donna Shaffer; L. J. Sheridan; Kathleen Simmons; Patrick J. Tully; Anthony Viren; Michael Walker; Gwen Wells; Donald Wright; and OPEIU Washington Staff.

Local union officers and staff

Walter C. Allen, Jr.; John Brady; Judy Burnick; Ann Coughlin; Phyllis Day; Patricia Devine; John Dunn; Daniel B. Dyer; Helen Gourde; Paul Greenspan; Thomas Havriluk; John Hazel; John Heffernan; Gloria Henry; Patricia Hoffman; Ronnie Jones; Adam Kelly; Melvin B. Koenig; Theresa Lord; Norma Martin; Joseph Marutiak; Donna McCaulley; Joseph L. McGee; Daniel J. McShain; Lance A. Meier; Alton Merchant; Kathleen K. Moore; Gaylord Morris; JoAnn J. Nelson; Michael L. Richards; Wayne Shelton; Kirk D. Stanford; Donald Sullivan; John A. Swadner; Hugh Tague; Michael Thompson; Joyce E. Tracy; Richard Weaver; Jennifer S. Wexler; and Judith Zenk.

Local union members

B. Abdel-Fattah; Anwar Alam; Scott Alexandria; Audree Ayer; Donald Barovic; J. D. Bedford; Dave Blaisdel; Terry Blaylock; Gary Bleier; James Bloodworth; Matt J. Blumert; Denise Bowyer; Bill Boyle; Terri Brigman; Gerald Brown; Robert Brown; Joseph Burbach; Paul Cameron, III; Malia Carlsen; Joseph Carn, Jr.; Brenda Carson; Margaret Case; James H. Cash; M. Christianson; David Cohen; Arthur Coles; Roger Collins; John Constantz; Romeo Corbeil; Brian Cox; Dalton Daves; Paul Dawson; Michael Day; Robert Day; Gerald Dente; Kay DiSimone; Arthur Dubowy; Jason Ebert; Man Economedes; George Farenthold; Bertra Feldman; Charles Ferguson.

Also, B. Fitzgerald; Scott Friedman; Floris Fuchs; Samuel Furer; Angelo Garcia; James Garrison; David Geneser; Larry Geneser; Eric Giglione; Bruce Gilpatrick; John E. Goings; Nathaniel Golden; Warren Goodman; Helen Gourde; Vicki Green; Dayton Griffith, Jr.; Mildred K. Hall; Grace Hampton; Elaine

Hardin; Phillip Hart; Susan Hart; Richard Haas; Frederick Heitman; A. C. Helms; D. Hendershot; Anthony Hinrichs; James Horton; Mike Hunter; Al Huskinson; John W. Jatoft; Larry Kappauf; Robert Kappauf; Thomas Kimble; David Klar; Alan Lehmann; Jack Langford; John Laurenti; Gary Lentz; Alan Luymes; Mary Lyons; Robert Mabry; Joseph Manone; Adel Mansour; Edward Martin.

Also, Jack Martin; Justilian Martin; Normand Mason; Nick Masotti; Mary H. McComber; Robert McKenzie; Cameron Meeker; William Meinen; Juan Merced; Lorraine Merli; Bobby G. Mills; Doretha P. Mills; David Morehead, Sr.; John Nelson; Ardella Nesheim; Deborah Nicholls; Pater Nielsen; Peggy Nolen; Ron Oates; David Oates; David Pecquet; Burton Peetluk; William Peetluk; Donna Peterson; Marcia Petersen; P. Petropoulos; Elva L. Pritchard; Bernard Rapoport; Mona Raridon; Norine Rembowski; Nathaniel Rice; Norma Richman; Carol Ridner; Steve Robertson; Leonard Roe; Charles Roscoe; Joseph Rotolo; Richard Rud; Paul Rudberg; Jenny Sample; B. Jose Sbeghen; Geoff Schramek; Henry Sills; Fred Silverman.

Also, Stephen Slate; Donna Smeltser; Carl R. Smith; Linda J. Smith; Roger Smith; James Solomon; Mary Ann Southern; Peter Sposato; Jim Sullivan; Irene Summerfield; James Surace; Lois Swanstrom; Gary Taylor; Evangeline Vassallo; Emagene Walker; Frank Wenger; Cheryl A. West; Nancy West; Anne Wilson; Pamela Winn; Robert Winn; Douglas Wright; Christine Zazzaro; Jane Zeidner; Stanley Zeidner; Marc Zipper.

Also, Executive Board, OPEIU Local No. 35; Executive Board, OPEIU Local No. 106; Executive Board, OPEIU Local No. 119; Executive Board, OPEIU Local No. 542.



Strength in Solidarity

by John Kelly, International President

You have seen story after story reporting the death of the labor movement. But, your union has been engaged in activities in the last few weeks that make that notice very premature. These activities also emphasize that there is strength in unity and solidarity over the whims of one rigid individual in management.

The City of Hope

Peaceful labor relations at the City of Hope expired two years ago, along with the last contract for approximately 300 clerical staff. Since that time these workers, represented by OPEIU Local 30, have worked without a contract under terms imposed by the City of Hope.

The major unresolved issue is an increase in the number of hours worked without a corresponding increase in the hourly wage rate. These working women with families could ill afford what amounts to a wage reduction and guarantees them even less time with their children.

Wanting to maintain peace, however, the contract was submitted to non-binding factfinding and the two sides selected an arbitrator. After the arbitrator found in favor of OPEIU's position, however, the employer (that is, one member of management) refused to honor the decision.

Because a strike might jeopardize patient care, the members voted not to strike, but instead to conduct a nationwide boycott. City of Hope was readily placed on the AFL-CIO boycott list. Dozens of important national, regional and local labor organizations have withdrawn their financial support.

Since the labor movement is a major supporter (to the tune of hundreds of thousands of dollars), we hope to report soon that the pressure has brought this single individual heading the City of Hope to his senses. And, we hope that labor peace will be restored between OPEIU, the labor movement and the City of Hope. (See related story on page 1.)

Adelphi University

Last spring the staff at Adelphi University voted overwhelmingly to be represented by the University Division of OPEIU Local 153. In spite of this vote indicating the clear wishes of the employees, and in spite of the fact that the physical plant and faculty members had labor agreements, a minority of admin-

istration officials refused to treat these women with the rights and dignity to which they are entitled.

The members tried repeatedly to negotiate a fair contract. At each meeting, they were told, "The University President will not agree." They finally realized that only through the last resort of a strike could they gain a fair agreement and satisfy their legitimate needs. On the morning of January 24, 1989, the strike began.

The employer attempted to force these women to accept his demands by eliminating tuition remission for them and their families. But, Local 153 could not permit that economic blackmail. The Local's executive board authorized more than \$230,000 from the Strike Fund to meet the education needs of the members and their families. The board was ready to do the same if the employer cancelled the employees' health coverage.

In all my years in the labor movement, I have never received such glowing reports regarding conduct of an OPEIU strike. Strike headquarters were well-organized and well-staffed. Strike schedules were prepared early and well-maintained. The bargaining unit fully accepted their responsibilities and participated wholeheartedly in the activities.

The relationship with the faculty was excellent. The faculty fully supported the action, going so far as to conduct classes at strike headquarters and refusing to perform any clerical functions.

It eventually became clear to the administration that one individual—one management member—could not stand in the way of the members' desire for an OPEIU contract. From that moment on, the institution began *real* collective bargaining. In a matter of days, the OPEIU bargaining committee and university representatives reached a settlement that was overwhelmingly ratified by the OPEIU Local 153 members. (See page 5 for story.)

Puerto Rican Marine Management

A similar situation took place at Puerto Rican Marine Management. This is an International Union contract, covering members of Locals 2, 73, 129, 153 and 402. (See detailed story on page 1.)

Again, one management individual said, "It must be my way." And, once again members of the union said, "Collective bargaining is just that—collective—and you must negotiate with us and treat us with the

respect that our OPEIU membership assures."

Again, faced by an intransigent management, these people were forced to strike. This strike was much shorter but, just as with Adelphi and City of Hope, the one management individual was forced to understand he must negotiate a fair and equitable contract with his employees. This contract, too, was overwhelmingly approved by the members of the OPEIU locals involved.

Eastern Airlines

This brings me to the fourth case but third strike in which OPEIU participated. While not a strike of our own members, it was a strike of thousands of workers standing up for their rights in spite of the machinations of one individual—Frank Lorenzo.

Some years ago Lorenzo bought Continental Airlines. He tried to declare the company bankrupt and rip up all the collective bargaining agreements it held with its workers. His action was so flagrant that the AFL-CIO was successful in having the Congress pass legislation to make bankruptcy as a union-busting tool illegal.

Lorenzo went on to buy Eastern Airlines after numerous contract concessions were made by its unions. In recent negotiations, it was obvious that bargaining was fruitless. It was also obvious that President Bush would not assist the parties to reach agreement by declaring a cooling-off period.

As in PRMMI and Adelphi, one individual said, "My way or no way." This, brothers and sisters, is *not* negotiations.

The OPEIU staff and many members, especially in New York, spent the last few weekends participating in the picket lines of the machinists who are supported in their work stoppage by Eastern's pilots and flight attendants.

Our members have given their time because they know that Lorenzo must not be allowed to succeed. At this writing it would appear that an agreement has been reached for Peter Ueberroth (the former baseball commissioner) to buy Eastern Airlines. We believe that the sale is a clear victory for the union members, with whom Ueberroth has already negotiated.

The entire labor movement united behind these strikers. Our locals and the International Union made generous contributions to their strike fund as did hundreds of other unions. Only through this unified front could these Eastern workers win. Only through such solidarity can any of us defeat the Frank Lorenzos of the future.

So, when you read about the demise of the labor movement, remember what happened at the City of Hope, Adelphi University, PRMMI and Eastern Airlines. All of these workers standing together proved that there is a great deal of life left in our labor movement.

OPEIU gains two new Canadian vice presidents

Two new International Vice Presidents have joined the OPEIU Executive Board. Both are Canadian and both joined the Board at the winter 1989 meeting. We are very pleased to introduce the members to Cheryl Barber and Michel Lajeunesse.

Cheryl Barber

Barber is currently serving her third year as President of Local 397 in Saskatchewan, Canada. This, she says, is a province-wide union with four bargaining units: Saskatchewan Government Insurance, the office of the New Democratic Party, the caucus of the New Democratic Party and the Canadian National Institute for the Blind.

Barber first became active in OPEIU in 1979, first as a shop steward and then as a provincial council member. She currently chairs the SGU unit bargaining committee, is active in affirmative action, steward training and the women's committees.

She serves both as first vice president of the Regina and District Labour Council and the vice president to the Saskatchewan Federation of Labor. She became a Region 9 member to the CLC in 1987 and Region 9 Vice President in 1988.

Michel Lajeunesse

Lajeunesse currently serves as business manager of Local 57 in Montreal, Quebec, Canada. Local 57 represents more than 7,000 members in offices and groups province-wide, including Caisse Populaire

(credit unions), the Bank of Montreal, Greyhound Transit and LaSalle College.

Lajeunesse began his labor union career in 1968 as a member of the Quebec Teachers Federation. In 1976 he became the chief organizer of Centraide-Montreal, a unit of 100 employees. He then became their president, until 1978 when he became a business representative for SEIU.

He joined the Local 57 staff in 1981 as business representative.

Convention Call

The Convention Call for the 1989 OPEIU International Convention has been mailed to local unions. This is only a reminder that the Convention will take place at the Sheraton Bal Harbour in Miami Beach, Florida, June 12 to 16, 1989. Some highlights you might want to mark on your calendars are these:

Saturday, June 10

9:00 a.m.

Committee Meetings
Insurance Conference

Sunday, June 11

1:30 p.m.

2:45 p.m.

Separate Canadian and U.S. Sessions
Educational Conference with workshops on Privatization, Child Care, AIDS in the Workplace, and Regulation for Local Union Secretary-Treasurers and Trustees.
Pre-Convention Reception

6:30 p.m.

Monday, June 12

9:00 a.m.

Convention Opens