



WHITE COLLAR

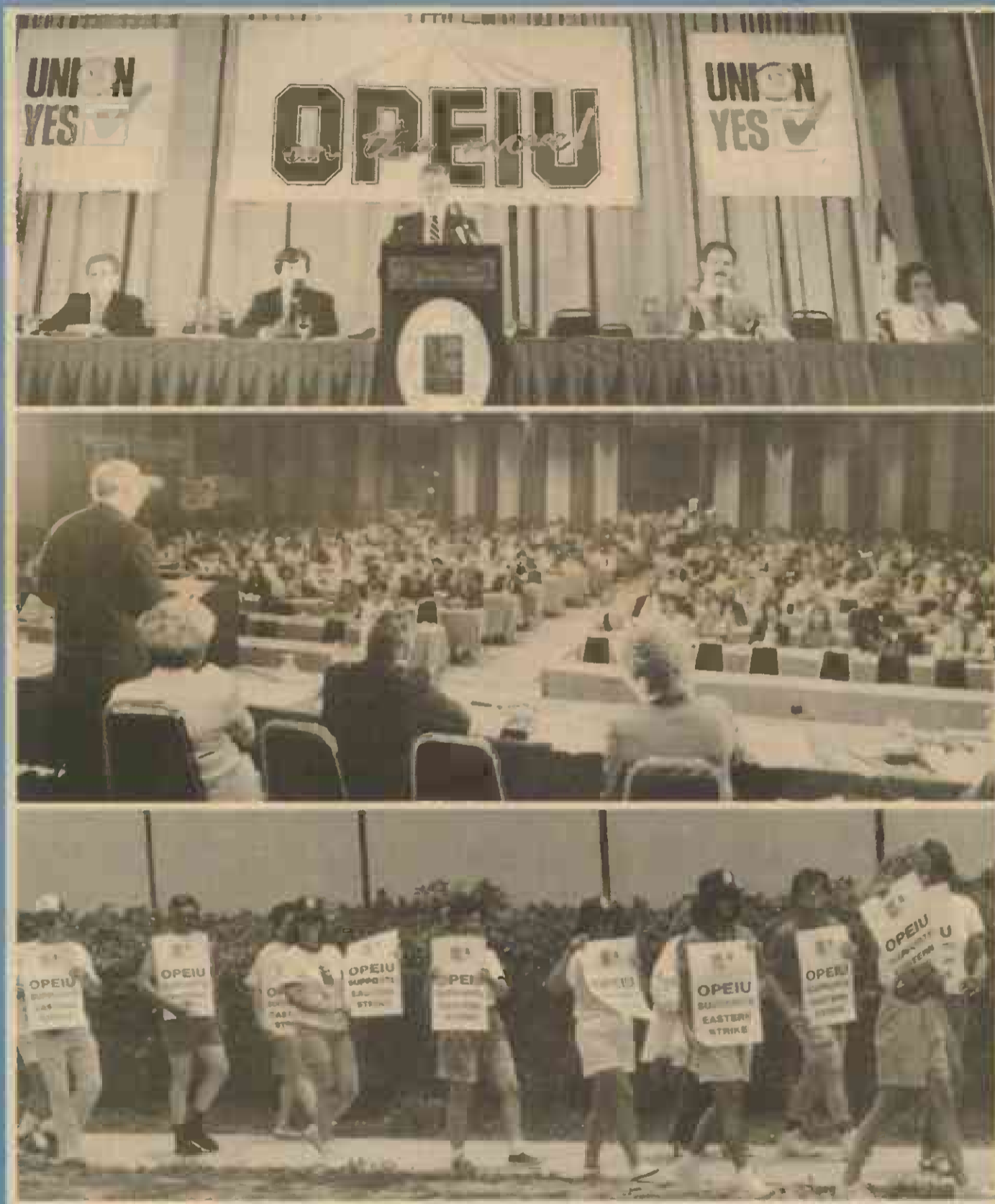
Office and Professional Employees International Union, AFL-CIO and CLC

No. 432

July-August-September 1989



CONVENTION



In this issue

Photo/publication orders	2	Committees	8
Holiday card contest	2	Award winners	9
Policies	3-5	Education program	9
Officer elections	6	President's speech and report .	12
Speakers	7	In memoriam	12

In memoriam

Delegates observed total silence for OPEIU staff, officers and activists who died over the last three years.

It was a moving moment when in the flickering candlelight Secretary-Treasurer Gilles Beauregard read the names of the departed OPEIU brothers and sisters.



We grieve the loss of these members and all other deceased members:

Herman Hazel, served for many years as first vice president, Local 2, Washington, D.C.;

Marguerite Waters, worked in the local union office as secretary and membership clerk for more than 20 years prior to her retirement in 1972, Local 2, Washington, D.C.;

Louis Brynes, past secretary-treasurer, Local 5, Denver, Colorado;

Darlene Weiss, past president, Local 5, Denver, Colorado;

Audrey Bolyard, past president, Local 5, Denver, Colorado;

Gerald D. Iushewitz, president/business manager of Local 14 and international vice president of OPEIU Local 14, Philadelphia, Pennsylvania;

Tilda King, past business representative, Local 18, Birmingham, Alabama;

Elaine Yoneda, member of Local 29 for over 40 years, Local 29, Oakland, California;

George Firth, OPEIU vice president emeritus, Local 33;

Michael McGarry, steward, Local 35, Milwaukee, Wisconsin;

Mildred Brenner Rowson, Local 42, Detroit, Michigan;

Oscar Bloodworth, OPEIU vice president emeritus and member of Local 46, Tampa, Florida;

Reeder Carson, business agent, Local 52, Sheffield, Alabama;

Harry Avrutin, past business representative, Local 153, New York, New York;

Stephen Bender, steward, Local 153, New York, New York;

William Brodie, Jr., Local 153, New York, New York;

Edward Fabiani, Local 153, New York, New York;

Mildred Halley, Local 153, New York, New York;

Gladys Lee, business representative, Local 153, New York, New York;

Helen Lynch, Local 153, New York, New York;

Mildred Melnick, Local 153, New York, New York;

Thelma Rossi, Local 153, New York, New York;

Frank Sciotto, Local 153, New York, New York;

Joseph Scully, OPEIU business representative and past local business representative, Local 153, New York, New York;

Phillis L. Larson, trustee, Local 167, Lincoln, Illinois;

Louis H. Warwick, former NPC chairperson (TVA); former local president and former local vice president, Local 268, Knoxville, Tennessee;

Bill Turner, past local president, Local 397, Regina, Saskatchewan;

Robert Desmanche, president of Local 401, Forestville, Quebec;

Manfred Lewis, Local 404, Chalk River-Deep River, Ontario;

Robert Coman, member, Local 422, Chillicothe, Ohio;

Helen Wilds, secretary-treasurer, Local 444, Galesburg, Illinois;

Moses Arulpooranum, Local 447, Portage du Fort, Quebec; and

Glennora Crook, member, Local 513, State of Ohio.

Education highlights convention

(Continued from page 9)

led a second workshop on Tuesday, June 13, on *Stress Reduction*.



William Roberts on AIDS in the workplace.

Wednesday, June 14, three workshops were presented: 1) *Organizing in Canada* by Hemi Mitic, director of organizing, CAW; 2) *Organizing in the U.S.* by Harold McIver, director of organizing, Industrial Union Department, AFL-CIO; with Mark

Reader, director of organizing, OPEIU; and 3) *Preparation of Local Union Newsletters* by Judy Miller, creative representative, Union Privilege Benefit Programs.

It was busy week. When delegates were not meeting in committees or on the convention floor, they were frequently attending training programs.



Amy Gladstein on U.S. labor law.

Insurance delegates convene

(Continued from page 8)

Locals sending delegates to the conference included 8 (Seattle, Washington); 29 (Oakland, California); 32 (Newark, New Jersey); 35 (Milwaukee,



Wisconsin); 153 (New York, New York); 212 (Buffalo, New York); and 787 (Milwaukee, Wisconsin). Vice Presidents Michael Walker and Patrick Tully co-chaired the meeting, assisted by Education and Research Director Gwen Wells and Director of Organization Mark Reader.

President's Message

(Continued from page 12)

sider sending staff to New York for on-the-job training. The International is ready to participate in such a program. In fact, our own Secretary-Treasurer came through such a program.

VOTE

Our Voice of the Electorate Fund raised approximately \$359,287 in the three years since our last convention. As you know, VOTE is voluntary money raised by our members to support political candidates dedicated to support our legislative programs in the Congress and state legislature. In the last election in the United States, 59% of the candidates supported by our VOTE program were successful.

While many locals participated, far too many failed to do so. The rules of the fund require locals requesting contributions to have participated in VOTE. It's important that candidates who support our programs be elected. And this can only be done if they have the funds needed to be elected.

In addition to VOTE, many local union officers have joined the President's 100 Club. As a member of the President's 100 Club, they contribute \$100 per year to the VOTE program. I personally want to thank all of the members and officers who have become members.

Boycotts

Since the last Convention we have been involved in three major boycotts; one—at our request—involved City of Hope—represented by our Local 30, the Operating Engineers, and the Service Employees International Union whose approval was necessary in order that the boycott be official. After meetings with us they both agreed with our position and, subsequently, the City of Hope was placed on the AFL-CIO boycott list. As a result, the millions of dollars raised by the labor movement for the City of Hope are being denied them. Vice President Gwen Newton will report in greater detail on this matter. [Prior to press time, Local 30 achieved a settlement at City of Hope.]

OPEIU has had a warm, long-standing relationship with the Farmworkers dating from their initial struggles to gain bargaining rights. When Farmworkers' President Cesar Chavez again called upon us for support, we joined with alacrity. Our locals, in addition to having their members boycott the purchase of grapes, have in many instances demonstrated on behalf of the Farmworkers to make known their plight to the general public. I undertook the Farmworkers' Fast for Life. It is my hope to pass it on to the International Executive Board and International staff. One of our locals has made space available to the Farmworkers in order that they be able to work on boycott programs. Cesar Chavez has been invited to this convention, and I'm confident that after he speaks, many more of you will join the Fast for Life.

Our third boycott activity involved the Coors Brewery. We took an active role in the boycott. While the boycott was successful in bringing about the NLRB election, the employer had so poisoned the atmosphere that the workers voted against their own best interests, and are still non-union.

We, of course, are now involved in boycotting Eastern Air Lines due to the strike by pilots, flight attendants and machinists. At this Convention, as you can see from these photos, we spent a very hot afternoon picketing Eastern with the striking unionists at Miami's International Airport.

Following the Convention, the OPEIU Executive Board voted a second \$25,000 to the strike fund for these workers.

Associate membership

In conjunction with the AFL-CIO, we continue to actively support the associate membership program and urge all local unions to participate in it. As you know, the program permits former members who have been laid-off and retirees to continue a relationship with the OPEIU. It also permits those involved in unsuccessful organizing campaigns to still be a part of our union, that is, until such time as we can secure collective bargaining rights for them.

Union privilege programs

The Union Privilege Program is an exciting con-



cept which has resulted in making available to our members, non traditional benefits. UPP has developed a MasterCard program for our members. This card is available with no yearly membership fee and lower interest rates than the average credit card. At this Convention, a new OPEIU MasterCard will be unveiled. (See photo) It is a card with our union's name and logo prominently displayed. The card overall has been issued to more than 1,350,000 AFL-CIO members. It's estimated that these cardholders could have saved \$73 million dollars in interest and fees each year.

Legal service program

OPEIU is one of the 53 unions using the service of 634 law offices in the U.S. Over 25 million AFL-CIO members and their families are eligible. The program provides quality legal services in such areas as divorce, preparation of wills, and house closings. The best figures available for 1988 show that 73% of the issues brought to lawyers through this program were at no cost. The evaluations collected through 1988 from union members who have used the service indicated that 89% rated the program as very valuable. A directory of participating attorneys in the union privilege legal services is available, and I urge all locals to notify their members of its availability. At the present, the feasibility of a basic will form—usable in all states, is being advanced. It is expected that when this program is developed it will be enthusiastically received by our members.

Travel program

The union privilege travel program is just getting rolling. Other services such as travel programs and car rental are in the early stages of development—with an additional one being developed as in the area of health needs. Studies are underway to provide a mail order prescription, vitamins, and over-the-counter health need programs. We will be testing the feasibility of such a program. I am sure that this also will be well received. Another program being investigated is lower rate mortgages for our members.

Organizing successes

Finally, it is important that we mention some of our more notable organizing success stories. As I mentioned earlier, the Henderson B. Douglas award is given annually to recognize individuals or local unions who have made a significant contribution to organize. In 1987 the Douglas Award went to OPEIU Local 378 in Vancouver, British Columbia for organizing in 1986. In 1988 the Douglas Award went to Local 57 Montreal for organizing in 1987. This year the award will be presented to Local 153 for organizing in 1988.

Closing comment

As I look back on our union over the last three years, I see an organization that set goals for itself and achieved them. Achieved them without compromising the ideals on which it was founded. Now our organization stands on the threshold of a new decade, a decade in which we together and through hard work can achieve greater growth and better service for our members. I see a union that is "on the move."





OPEIU: A Union on the Move

by John Kelly, International President

President Kelly outlined the devastating impact upon the Canadian and U.S. systems by conservative, uncaring administrations over the past three years. He pointed out the shift in jobs overseas, the increase in low-paid and part-time work, the decimation of living standards for today's families, the creation of a two-tier society of the haves and have-nots, the soaring deficits on both sides of the border, the selling of America to Japan, the impact of privatization on workers and communities, and the regressive court decisions rendered by newly appointed judges.



A Children's Defense Fund study, he said, showed that the poverty level of white children had increased by one-third in the 1980s, while one-third of all Hispanic children are poor. Also, 13 percent of all 17-year olds are illiterate, leaving us to wonder where the workers will come from in the future.

To combat this trend we need to campaign and lobby for an increase in the minimum wage. Contrary to the myth, Kelly said, 84 percent of those earning the minimum are over 18 years of age; and many are female heads of household.

After innumrating the many activities and achievements of the union (all of which are detailed in the President's Report), he pointed to some particularly "bright spots": First, because health care costs in the U.S. have become obscene, and because the highly popular national health care system in Canada is so envied by Americans, he held out the hope that we will see a similar system in the U.S. in the very near future.

Arguing against the notion that "the labor/labour movement is dead," he gave several examples of the remaining life left in the movement. For one, PATCO has been revived in a new form and the once defeated air traffic controllers once again have a labor union and a union contract.

Also, our own members at Adelphi University offer inspiration. After gaining Local 153 representation, they were forced to strike to achieve their first contract. The vigor, energy and enthusiasm of this group of predominantly women workers, Kelly said, should be a hope for us all.

And, in Blue Cross/Blue Shield of Milwaukee, the members of Local 787 won a major contract victory. Although the Blues have waged a vicious anti-union campaign nationally, these members gained an excellent new agreement with guaranteed job security, a 14 percent wage gain, and much more. He thanked particularly International Vice President Michael Walker and Local 787 Business Representative Cindy Olsen for their leadership during the negotiations.

These bright spots, plus the surge in organizing, give us all hope and reinforce our impression of OPEIU—a union on the move.

The President's Report

Following are excerpts from the President's Report on activities of the union since the last convention:

The last three years have been very difficult for organized labor. The economic realignment of the American and Canadian economies under the conservatives, Reagan and Mulrooney, has brought vast, long lasting changes for working people, here and abroad. The emphasis on limited corporate taxes, the move toward privatization and the open encouragement of mergers has continued to create worldwide corporations with little commitment to workers, their families, or their communities. Thus the trend away from an industrialized economy to a service economy has continued. Higher paying union jobs have been permanently lost as multinationals have exported them to cheaper foreign labor markets. The service jobs that have replaced them are lower paid, provide fewer benefits, and have much lower skill levels. Many of these jobs are only part-time, requiring many family members to work to support a traditional household. Thus, children are postponing marriage and living at home longer, and adults are having to support and care for their parents.

Business ethics have hit an all time low as network executives, religious leaders, wall street brokerage houses, and administration officials were indicted one after another on wide ranges of corruption charges in record numbers.

The safety net that had been developed over years of struggle and supported by organized labor to help the underprivileged has been dismantled. In a country whose pride and strength was the middle class, we now have to become a two-tier society as witnessed by the thousands upon thousands of homeless people. Yet, in spite of the adverse political and economic climate over the last several years our union has continued to grow. These new members have been part of the lifeblood of our organization. We have been able to convince people in Mississippi, Massachusetts, Michigan, Montreal and New York of what they already knew that is that they would be better off with the OPEIU.

So, as I report the activities of the last three years you will begin to see why our theme for this Convention is not a slogan or a P.R. gimmick, but it is a statement about the status of our union.

Organizational activities

Our OPEIU locals can only continue to be a viable part of the labor movement. Many of our local unions have active organizing programs and at each convention they are able to contribute to the growth of the OPEIU. Since our last Convention we can report success in three particular areas; public sector, health care, colleges and universities. We have also continued our tradition of success in the financial section—in both the U.S. and Canada, with credit unions and caisse populaires.

The report made to this Convention on membership of our union will show an increase over the numbers reported in 1986. At the 1986 Convention, we reported a membership of 114,352. During the three-year period our union has grown by nearly 7,000 members. The OPEIU is one of a small group of AFL-CIO unions that can report growth during this three year period. The growth is even greater when we realize the number of our locals that have seen the

companies they represent dramatically reduce staff or go out of business entirely.

In order to assist our locals in this very necessary function of organizing, we have published an organizing manual. We will also conduct organizing classes on a regional basis. The International has had a program of subsidizing locals who undertake organizing campaigns for many years. I have recommended to the Executive Board and, in turn, the full Convention, a more formal program.

We are beginning a very exciting new program, which should help our local unions grow and prosper, giving increased protection to our current, as well as new, members. That program is outlined in the box here.

Organizing program

In order to develop organizational contacts which result in either recognitions or certification of a group in excess of 50—the individual making the contact will be reimbursed \$100 for the time spent in development. For groups in excess of 100—\$250.

Realizing that undertaking organizing campaigns will increase such expenses, I am proposing:

Where recognition or certification is obtained, the International will support the cost of the campaign to this extent:

Groups of 50 to 100 . . .	\$ 500
Over 100	1,500
Over 200	3,000
Over 300	5,000

The International will continue, in special circumstances, to review campaigns and the financials of the local involved—in order to determine if additional support is needed.

If extraordinary legal expenses are incurred, the local union involved in such certification procedure, may make appeal to the International Union for assistance for such legal expenses.

Director of Organization Mark Reader and I will be traveling throughout the country over the next year to explain the program in detail to many of our local unions.

Servicing

Since our last convention hundreds of grievance, arbitration and negotiation sessions have been conducted on behalf of our locals by International staff. At the present time, the field is comprised of 18 representatives and organizers. For the first time in our history, half of them happen to be female. In addition to the normal servicing activities they have assisted locals involved in potential and actual decertifications. In all these cases we can report success. They continue to work with local unions in organizing or function in International campaigns to organize. At the present time we have working at our International headquarters several trainees for future staff roles. In another part of this report I urge local unions to take advantage of the training programs available through the AFL-CIO and CLC. I'm making a further recommendation—and, that is, to con-

(Continued on page 11)

Official Convention photo available



To order copies of the official 8" x 12" Convention photo (pictured here) send your check or money order (\$12.50 per photo) to:

George Relick Photo
9701 Collins Ave.
Bal Harbour, FL 33154



New publications

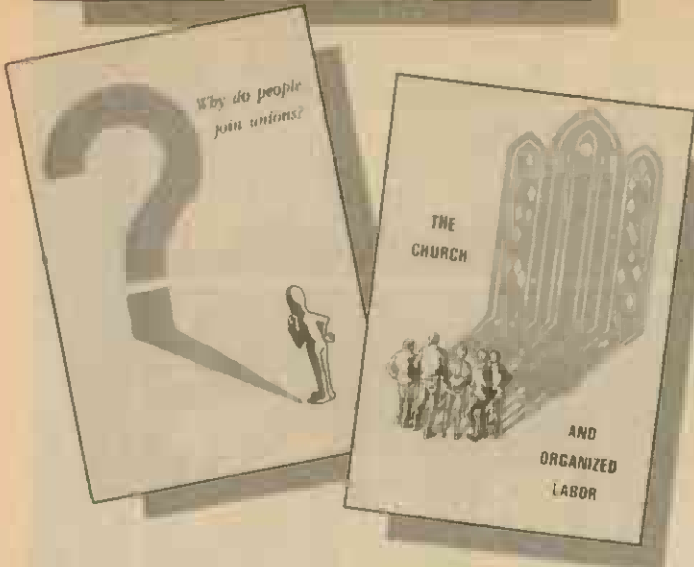
Several new publications were introduced at the International Convention.

Welcome to OPEIU describes in detail the union, its structure and its goals. It is an excellent tool for new member orientation, as well as highly useful in organizing and public relations.

The **OPEIU Organizing Manual** is a how-to, spiral-bound book on organizing unorganized workers. This format allows us to easily expand and update the manual.

Two new pamphlets for use in organizing are now available: **Why do people join unions?** and **The Church and Organized Labor**.

All of these new publications are available in quantities from our Washington, D.C. office. Send requests to OPEIU, 815 Sixteenth St., N.W., Washington, D.C. 20036; or call (202) 393-4464.



Deadline
October 1,
1989

Holiday Greeting Card:

OPEIU is looking for holiday card designs to use for the union's official 1989 Christmas cards. Work-related, holiday themes—all—are accepted.

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

Norma Jezmuk, member of OPEIU Local 42 in Detroit, submitted 1988's winning design.

The deadline for entries is October 1, 1989. Please attach the form provided and send your entry to:

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

OPEIU CONTEST Entry Form (please print)

Name _____
OPEIU Local Number _____
Social Security Number _____
Address _____
City _____ State _____ Zip _____
Employer _____ Work Location _____
Job Classification _____
I understand that all entries become the property of the OPEIU.
Signature _____

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

WHITE COLLAR

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

JOHN KELLY President
GILLES BEAUREGARD Secretary-Treasurer

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

GWEN WELLS
Managing Editor



CALM
ACPS

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Happy Thanksgiving, Canada, October 9th!!

POLICIES



The more than 300 delegates and alternates to the Eighteenth OPEIU Triennial Convention arrived in Bal Harbour, Florida, from all corners of Canada and the United States. They came because they care about the direction their union takes and because they represent together more than 120,000 working men and women.

They worked hard throughout the week to determine the policies and goals of OPEIU for the coming three years. They worked on committees, subcommittees, within their delegations and on the convention floor.

The summaries of the policy statements you will read here are only a portion of the results of those deliberations and debates.

The summaries will give you a clear idea of the goals, but the complete policy statements (now being printed in booklet form) detail the background of each issue as well as the actions to be taken. Contact either the Washington or New York office for complete texts.

Health care

"OPEIU and its local unions pledge to urging the U.S. Administration and the Congress to pass legislation that would provide universal access to health care for all U.S. citizens, to provide funding for research into a cure for AIDS, and to institute an all out assault on the drug epidemic in this country."



Offshore office work

OPEIU "will monitor developments in this area and take appropriate action to reduce the flow of office jobs from American and Canadian companies to overseas locations through the process of collective bargaining and/or political action.

"OPEIU and its local unions pledge to work through the CLC and the AFL-CIO, as well as state/provincial federations and central labor bodies, to achieve these objectives—to protect the jobs of Canadian and U.S. workers."

AIDS

OPEIU delegates approved a lengthy policy statement which included support for a legislative agenda with a comprehensive public health policy and delivery

system, total prohibition against discrimination, adequate training of health care workers, and accurate and effective education programs. Workplace guidelines were adopted in the form of an eleven-point program.

Electronic monitoring

"OPEIU and its local unions adopt as their objective the elimination of monitoring abuses. OPEIU also supports the use of the collective bargaining process as the best means of preventing the punitive or oppressive uses of electronic surveillance and monitoring.

"OPEIU will work to supplement the bargaining process with legislative measures aimed at curbing these abuses."



Privatization

"OPEIU supports the principle that social, education and health care services and monopoly services which have traditionally been performed by public employees should continue to be performed by public employees.

"OPEIU urges all of its local unions to continue to negotiate appropriate safeguards and protections against privatization and contracting out, and to use other tactics, such as cost comparison studies, publicity, campaigns, lobbying, education activities, community coalitions and legislation to prevent the contracting out of the public services to private companies..."

Workers' Memorial Day

"OPEIU and its local unions call upon the AFL-CIO and the rest of the labor movement in the United States to legislate 'Workers' Memorial Day' as an annual observance in order to keep the fight for safer and healthier workplaces before the general public, the Administration and Congress.

"OPEIU and its local unions pledge to lobby the Administration and the Congress for stringent new standards to protect workers from known safety and health hazards, for harsher fines to give employers greater incentive to obey the law and clean up life-threatening conditions, and for administrative procedures that make it less difficult for workers to get inspections when they file a complaint about hazardous working conditions."

U.S. pension plan terminations and reversions

"OPEIU and its local unions call on Congress to pass legislation that protects the pension rights of workers and retirees by placing sharp restrictions on the ability of employers to unilaterally appropriate pension funds." Delegates outlined a four-point program that should be included in any such legislation.

Minimum wage in the United States

"OPEIU and its local unions pledge to lobby the U.S. Administration to pass the compromise minimum wage legislation.

"OPEIU and its local unions pledge to lobbying our Representatives and Senators to see that low-wage workers are protected and that this legislation becomes a reality. We urge these legislators to override a Presidential veto if necessary.

"OPEIU and its local unions urge the United States Administration and Congress to direct their attention to increasing the minimum wage and indexing it to the inflation rate to ensure the five-million minimum-wage-rate workers a standard of compensation and decent life that would not exist without it."



POLI

OPEIU on

Constitutional changes

Strike benefit and defense fund

Benefits to OPEIU striking members will be increased to \$100 per week, effective May 1, 1990; \$110 weekly as of May 1, 1991; and \$120 May 1, 1992.

Members will now be able to draw benefits after the eighth day of the strike. Previously it was 15 days.

To finance the changes, increased contributions to the Strike Benefit and Defense Fund from per capita payments was approved.

Per capita tax

To continue the union's progress on servicing its members, OPEIU delegate approved an increase in per capita tax to the International Union, as follows:

	Effective 10/1/89	10/1/90	10/1/91
1-500 members	25¢ per month	20¢/mo.	20¢/mo.
501+ members	15¢ per month	10¢/mo.	10¢/mo.

Scholarship

Delegates approved an increase to 4¢ per member monthly (3¢ previously) to the Howard Coughlin Memorial Scholarship Fund from the OPEIU General Fund. Currently four scholarships are awarded to Canadian members or their children and eight scholarships to U.S. members or their children. Rules, eligibility and deadlines are announced in the *White Collar*.

Education Conference Fund

For the first time this fund was established to assist local unions in sending members, staff and/or officers to education programs offered by the International Union. Each local union will contribute \$10 per month to the fund, subject to rules and regulations to be established by the Executive Board.

Local union dues

Delegates approved a minimum \$1.00 increase per member monthly in each of the next three years. No local union, they said, shall charge less than \$10 monthly per member. However, "in unusual circumstances the President shall be empowered to defer the application of the minimum dues or minimum dues increases of Local Unions."





Eastern Air Lines

"OPEIU and its local unions pledge to support these Eastern strikers whenever and wherever possible. We pledge, when possible, to contribute to the Strike Fund established for the striking airlines employees.

"We pledge to educate our members on the importance of this struggle and to motivate them to join with the striking pilots, flight attendants and machinists at the many rallies and demonstrations held throughout the United States and Canada."



Cesar Chavez and the Grape Boycott

"OPEIU urges all of its local unions to use every means possible to support this struggle for dignity, the health and the lives of U.S. Farmworkers and their children and safe food for consumers. We urge all locals to encourage their members not to purchase California table grapes and to tell their local store managers to stop carrying these grapes which threaten their own children's health.

"OPEIU commends Cesar Chavez for his selfless dedication to the cause of dignity for the nation's farmworkers and their families. We welcome the news that he has recovered from his fast in the knowledge that through his life the United Farm Workers will continue to benefit from his leadership."

CIES



the move

City of Hope

Although the OPEIU delegates unanimously passed a policy statement supporting OPEIU Local 30 and the boycott against the City of Hope, the local has since ratified a new labor agreement at City of Hope. We, therefore, are happy to report a settlement of that dispute.

Others

Delegates also approved updated versions of previously established policies on pay discrimination, work and family, the environment, working women, and substance abuse and drug testing.

Resolutions were also passed supporting the Family and Medical Leave Act, federal child care legislation, a privatization rally and struggle in Saskatchewan, collective bargaining legislation at the Tennessee Valley Authority, prejudice reduction, retirees associations, Voice of the Electorate, indoor air quality, Amalgamated Bank, and democracy in China.



All OPEIU International Officers were reelected by acclamation. They are President John Kelly; Secretary-Treasurer Gilles Beauregard; and Vice Presidents Michel Lejeunesse (Region I); Michael Goodwin, James Mahoney, L. J. Sheridan and Patrick Tully (Region II); Paul Mari (Region III); J. B. Moss (Region IV); Kathleen Kinnick and Gwen Newton (Region V); Gary Kirkland (Region VI); Carolyn Combs and Michael Walker (Region VII); Anne Harvey (Region VIII); Cheryl Barber (Region IX); and Janice Best (Region X).

As you can see from the photos here, there was much celebrating—dancing, marching, clapping—following the election of each officer. It was a clear vote of confidence in the leaders of the union, their policies and direction of the organization.



MINI TIME



International President John Kelly swears to uphold the OPEIU Constitution.



OPEIU International Secretary-Treasurer Emeritus Romeo Corbeil swears in the newly elected OPEIU International Executive Board.



International Vice President Anne Harvey, flanked by International Secretary-Treasurer Gilles Beauregard (left) and International President John Kelly (right), is elected OPEIU Canadian Director by delegates to the 18th Triennial Convention.



International Secretary-Treasurer Gilles Beauregard is sworn in.

SPEAKERS



Gordon Wilson



President Gordon Wilson of the Ontario Federation of Labour offered inspiration to delegates that the climate is improving for workers and their unions. He told the delegates that now 61 percent of the U.S. public approves of labor unions, with only the hard-core Reaganites (25%) disapproving. In Canada, a full 70 percent of the public (up from 51 percent) approve of labor organizations. Only 40 percent (down from 60+%) believe unions are too powerful.

Why the change? Because unions have improved their communications with their members to determine their needs and desires (an example, the AFL-CIO Union Yes Campaign). Also, there has been a change in the workplace and the economy with many jobs lost and no longer a safety net to assist the unemployed and disadvantaged.

He pointed out the conservative policies that have ravaged both countries, including the gouging tax increases imposed on working people in Canada, while companies earning \$22 billion in Canada are paying no taxes. If the companies owing \$30 billion in deferred taxes paid their tab, he said, the country would have a \$1 billion surplus. "The role of government," Wilson stated, "must be to govern on behalf of all the people, not just those pursuing profits."

But, he held out hope. New developments, like the progressive health and safety legislation passed in Ontario, inspire us all. This and the new acceptance of unions indicate that the labor movement may emerge more invigorated and stronger than ever. He also said he is encouraged by the AFL-CIO's handling of the bickering between affiliates and hopes Canada can do the same. With more than a majority of workers unorganized, that's what we should all be about—organizing the unorganized.

Thomas Donahue



Calling OPEIU a young union—in age and spirit, the AFL-CIO Secretary-Treasurer Tom Donahue said the vitality of OPEIU could be discovered from the managements of Adelphi University and the City of Hope. These employers have faced strong, determined OPEIU members in their fight for dignity on the job.

The vitality of the labor movement in general and a depiction of its ideals can be found, he said, in the struggles at Eastern Air Lines, Solidarnosc in Poland, and the student democratic movement in China. All indicate the insatiable demand by people for democracy. And, that's what we are all about. We are the voice of dignity and democracy.

The AFL-CIO Union Yes Campaign has improved the morale of all of our members, he said, as well as improving our public image. In addition to this program, he outlined other activities of the AFL-CIO, which included: expanding the union privilege benefit programs; the creation of an organizing institute to assist affiliates in analysis of campaigns, training, etc.; and legislation.

In terms of the legislative agenda, we are faced with upcoming vetos on the Family and Medical Leave Act, the potential veto (and need to override) of the minimum wage legislation; and the Act for Better Child Care. He urged delegates to register their support with their legislators.

The organized segment of the U.S. workforce is down to 13 percent, Donahue reported. We have to organize to protect our members and because we are firmly committed to organizing the unorganized.

Arturo Rodriguez



United Farm Workers' Vice President Arturo Rodriguez brought the greetings of President Cesar Chavez to the delegates. He also showed them a new commercial with Martin Sheen in support of the grape boycott, as well as a videotape of Chavez's Fast for Life that drew national attention to the struggle. He reported on the enormous impact of the boycott and thanked OPEIU for its generous support throughout the years.

Joyce Miller



Families today are in crisis, Joyce Miller said. Miller is the President of the Coalition of Labor Union Women as well as an AFL-CIO Vice President. Although conservatives have tried to seize family issues as theirs, it is the labor movement that is built on attempts to advance working people and families. We have been the leaders on opposition to child labor, on gaining education, social security, equal employment opportunity, and more, she said.

It is important to remember, she said, that 65% of all new workers are and will be women (80% child-bearing age); and that 55% of all women with children under 3 years are in the workforce. While the family and structure of the workforce have changed, she said, there have not been institutional changes to recognize their needs. Only the U.S. and South Africa, for example, have no national family policy.

She further outlined our needs as: 1) the increase in the minimum wage; 2) universal health insurance; 3) quality and affordable housing; 4) the Family and Medical Leave Act; 5) the proposed child care legislation; and 6) that all people have enough food, shelter and clothing. We have to keep good jobs at good wages and realize no job is safe from foreign competition.

Miller, in closing, thanked OPEIU and its members for being in the forefront of the struggle for women's equality and for being one of earliest supporters of CLUW.

Sandra Mickley



Sandra Mickley, Section Secretary for Transport Workers Union Local 553 representing the striking flight attendants at Eastern Air Lines, reported on the struggle to OPEIU delegates. She described how Frank Lorenzo had devastated Texas International Air Lines, then Continental, and now Eastern. Although Eastern was highly profitable, after Lorenzo's diversion of funds to the parent company, it was forced to file Chapter 11. Because of cutting corners to gain additional profits, Eastern has one of the worst safety and health records in the industry and one of the youngest most inexperienced and high-risk corps of pilots.

Something is wrong in America, she said, when rich men can buy companies with junk bonds and cripple the business, when they can discipline and discharge workers for being injured in airline crashes, when they can discipline attendants for messy hair after crossing windy parking lots.

But something is right in America when three unions stand together and the rest of the labor movement stands behind them, saying an injustice to one is an injustice to all.

Following her speech a collection was taken up around the hall so that delegates could contribute personally, but President Kelly also pledged another large donation from the union. Also, 300 delegates rallied and marched with the strikers on Thursday, at the close of the Convention.



Legislative Committee chaired by International Vice President Kathleen Kinnick.



Resolutions Committee chaired by International Vice President Gary Kirkland.



Official Publications Committee chaired by International Vice President James Mahoney.



Rules Committee chaired by International Vice President Gwen Newton.



Constitution and Laws Committee chaired by International Vice Presidents Michael Goodwin and J. B. Moss.



Organization Committee chaired by International Vice President Anne Harvey.



Officers Reports Committee chaired by Pam Gay, President of OPEIU Local 306.



Publicity Committee chaired by International Vice Presidents Michael Walker and Carolyn Combs.

COMMITTEES



Insurance delegates convene

OPEIU delegates representing workers at insurance companies—health and life insurance—met in conference prior to the OPEIU Convention on Saturday, June 10, 1989.

Discussions covered the Blue Cross/Blue Shield anti-union national strategy, movement of work to satellite offices, "win-win" issue resolution versus

adversarial relations between management and union, homework and off-site work, the need for community links, the need for a national strategy for all insurance unions, and the expansion of insurance companies into the HMO arena.

(Continued on page 10)

Award winners

Doug organizing award

Local 153 in New York was awarded the union's 1988 organizing prize for Adelphi University. Local 153 Business Representatives Patricia Hoffman and Adam Kelly are pictured here with International President John Kelly as they accept for the Local the Doug Award plaque, as well as a photograph of the Adelphi workers picketing. These working women were forced ultimately to strike to achieve their first contract, but they won an excellent settlement.

Hoffman and Kelly donated the cash portion of the prize back to the union's political action fund—Voice of the Electorate.



Special awards

Following a speech by John Bowers, President of the International Longshoremen's Association, in which he stressed the close working relationship of the OPEIU and ILA (especially on the recent strike against Puerto Rican Marine Management, Inc.) Miriam Colon, President of Local 402, was com-



mended by the delegates. In a resolution honoring her efforts on behalf of OPEIU members at PRIMMI, delegates unanimously congratulated her on resolving that dispute.

Colon (right) is pictured here with President Bowers.

Local 57 in Montreal, Quebec, won a meritorious award for its significant growth over the last several years. International Vice President Michel Lejeunesse accepts the award for Local 57 from International Secretary-Treasurer Gilles Beauregard and International President John Kelly. Lejeunesse accepted on behalf of the staff and officers of Local 57, congratulating them on their successes.



Local 32 in Newark, New Jersey was presented with an outstanding achievement award for its dramatic increase in membership. The entire Local 32 delegation is pictured here with their award. Local 32 Business Manager Patrick Tully is holding the plaque.



Scholarship

Tristan Svare (left), son of Local 542 (Santee, California) member Betty Svare on the right, thanked OPEIU on behalf of all recipients of the Howard Coughlin Scholarship Fund for making his college education possible. OPEIU International Secretary-Treasurer Gilles Beauregard reported that 20 people are currently attending schools in the U.S. and Canada on OPEIU Scholarships.



In memoriam

The late International Vice President Gerald Iushewitz was honored for a lifetime of contributions to OPEIU and its members. The resolution submitted by Iushewitz's Local 14 in Philadelphia, was unanimously passed. An engraved copy was presented to his wife Beth (center) and son John Solomon (right) by Local 14 Business Representative Gloria Henry.



Education highlights convention

In a marked change from past Conventions, the 18th Triennial Convention of OPEIU offered numerous education programs throughout the Convention week.

Sunday afternoon prior to the proceedings was devoted exclusively to education. U.S. and Canadian delegates first met in separate session, examining labor law as it has developed over the last three years. In the U.S. session, Amy Gladstein, labor lawyer with Gladstein, Reif & Meginniss, emphasized the important, precedent-setting cases in employment and labor law since the last Convention.

U.S. and Canadian delegates attended together three workshops following the separate meetings. *Local Union Secretary-Treasurers' and Trustees Regulations* was taught by Peter Novak, accountant

with Thomas Havey & Co. *Privatization* was discussed in depth by John Fryer, president of NUPGE, and Marshall Barry, PhD, Center for Labor Research, Florida International University. Discussion of *Child Care* was led by Amy Wilkins, Childrens Defense Fund, and Dr. Laura Johnson, Research Director, Child, Youth and Family Policy Research Center. William Roberts, business representative of OPEIU Local 30, presented the *AIDS in the Workplace* workshop.

On Monday, June 12, following the Convention proceedings a workshop was held on *Effective Lobbying Techniques*. It was led by Michael Gildea, Legislative Department, AFL-CIO. William Roberts



(Continued on page 10)

Michael Gildea on lobbying techniques.