



# WHITE COLLAR

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

No. 435

April-May-June 1990

## Local 14 scores organizing successes in public sector

OPEIU Local 14 with approximately 700 public sector members in Ocean County just finished negotiating contracts averaging 24 percent over the next three years, when it received leads from unorganized public employees.

Within a three-month period the following new groups joined the local because of its reputation for aggressive representation.

In **Toms River Board of Education** 100 professional, clerical and technical employees are now covered by a unanimously ratified, Local 14 three-year contract. The issues in negotiations were job security, full tuition reimbursement and binding arbitration of grievances. The group had been represented by an independent association which made no progress in bargaining. A contract was achieved only after they called Local 14, reports Local Business Representative Michael Reavey.

At **Hamilton Township** 47 employees have ratified a new two-year agreement and voted overwhelmingly to affiliate with Local 14. These employees had hired their own attorney but been unable to negotiate a new contract after six months of bargaining. Once Local 14 was called, an agreement was reached in six bargaining sessions, giving employees a record 25 percent in wage increases over the two-year contract life.

At **Barnegat Township**, JoAnn Fedorczyk decided.  
(Continued on page 2)

## Delegates from Southwest and Southeast meet to develop communication skills

Approximately 65 delegates from across the Southeast and Southwest regions of the United States, met in San Antonio, Texas, April 18-20, 1990, to develop their communications skills. They jointly represent members in 11 states and Puerto Rico.

In opening the conference, Education Director Gwen Wells pointed out that unions are people, which

means the necessity for effective communications. We are continually engaged in one-on-one communications, e.g., in grievance handling, in organizing new members, in union orientation for a new employee, in talking to a member about the benefits of a proposed piece of legislation. And, we engage in com-

(Continued on page 6)



Former Speaker of the House of Representatives Jim Wright appears here with International President John Kelly and Vice President J. B. Moss. Wright was the keynote speaker at the Southwest/Southeast Regional Education Conference in San Antonio, Texas.

## Mental health employees organize in Lansing, Michigan

Two different groups of employees at Northeast Community Mental Health (NE CMH) in Michigan recently joined OPEIU Local 459. NE CMH is a public agency which provides services to the mentally ill and the developmentally disabled. It serves four counties: Alcona, Alpena, Montmorency and Presque Isle. The agency has experienced rapid growth. At one time employees enjoyed a close relationship with their supervisors. But, the expansion led to management being less and less responsive and the employees looking for help.

The employees were divided into two bargaining units. One unit consisted of all non-supervisory professionals including case managers, therapists, nurses, psychologists and occupational therapists.

The other unit is composed of all para-professionals including activity therapists and residential training workers.

The professionals cast their ballots first, voting two-to-one to organize. The professionals looked at unionizing when the employer implemented a widely unpopular administrative reorganization and then circulated drafts of a new personnel manual. The new manual gutted the already weak layoff language. After the union was certified the employer was prevented from implementing the new policies. The professionals are continuing negotiations on their first contract.

The para-professionals were not far behind. They  
(Continued on page 6)



### 1990 Legislative Conference

See page 4

Scholarship application—See page 7

# Local 39 leaders meet Polish Solidarity delegates

Six members of a Polish delegation, in Madison to study credit unions, met with negotiating stewards of OPEIU Local 39 at a reception hosted by the World Council of Credit Unions. Four members of the delegation are on the Executive Commission of Solidarity. Two were from the Ministry of Finance.

As Lech Walesa said, there will be no Poland without Solidarity, and no Solidarity without the support of the AFL-CIO.

Among the eastern and central European countries changing to democratic systems, Poland is seen as having the best chance of success, given Solidarity's leadership over the last ten years. However, the economy is in serious disarray. The inflation rate has been near 700 percent and it is estimated that Poles are keeping \$5 - \$7 million in mattresses and cookie jars.

The people have little faith in the state-run banks and see the democratically controlled, cooperatively run credit unions as the answer to needed access to credit and mobilization of savings. Solidarity sent the delegation on an educational tour of the U.S., Canada and Ireland to study the credit union movements in those countries.

In the U.S., the delegation studied at the Credit Union Center in Madison, Wisconsin, the home offices of the Credit Union National Association (CUNA),

CUNA Mutual Insurance Group and the World Council of Credit Unions. All three organizations are organized by OPEIU Local 39.



## Local 14

(Continued from page 1)

ed that she had had enough. Employees of the Township are appointed to one-year terms. They have no job security, and they get the lowest wages in the county. Fedorczyk signed up her coworkers and demanded that the Township recognize Local 14. When the Township balked, a petition was filed with the Public Employees Relations Commission. In that PERC election, OPEIU handily won representation of the employees. Negotiations are now underway.

Finally, Ocean County Utility Employees Association representing 71 professional, technical and clerical employees voted to affiliate with the Local and signed dues checkoff forms. Since management refused to recognize Local 14, the Local filed for another PERC election using the checkoff as its showing of interest (i.e., interest of the employees to have OPEIU as their bargaining representative). This should send management a strong message, Reavey said. That election is scheduled for this month.

Local 14's headquarters is in Philadelphia, Pennsylvania, but it represents public and private sector employees in Pennsylvania, New Jersey and Delaware.

## Union mourns slain workers

OPEIU members observed the second annual Workers Memorial Day on Saturday, April 28, 1990, with the Connecticut State AFL-CIO in New Haven, Connecticut.

Dynamics' Electric Boat plant in Groton, CT, and Local 153 representing employees of Wesleyan University; CHPS, Knights of Columbus Insurance and other Connecticut workplaces were there.



Workers Memorial Day is dedicated to workers who have been killed or injured on the job or contracted a disease as a result of their work. It represents a renewal of our efforts to strengthen state and federal laws guaranteeing a safe and healthy work place.

Marchers gathered to weep and sing at Acme Chemical Co., where only last October machine operator Norberto Miranda was critically injured in an explosion. Eighteen days later he died.

The crowd rallied for proposed legislation to help protect workers from the dangers in the workplace, to prevent the 10,000 yearly workplace deaths. They chanted the day's theme: "Mourn for the dead. Fight for the Living."

Local 106 representing employees at General

## Town of Montague joins Local 6

Through the efforts of Business Agents Walter Allen and Patti Devine, the Town of Montague employees have organized with Local 6 in Boston, Massachusetts, and recently ratified their first OPEIU contract.

Local 6 and OPEIU welcome the professional and clerical staff of Montague to the union.

### WHITE COLLAR

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

JOHN KELLY President

GILLES BEAUREGARD Secretary-Treasurer

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GWEN WELLS Managing Editor



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Work and Health  
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## Many Kinds of Pneumonia

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

Director, Western Institute for  
Occupational/Environmental Sciences

**P**neumonia is a sort of family name for a wide range of illnesses that cause inflammation of the lungs.

Pneumonia can be caused by a variety of microorganisms—some are viruses, some are bacteria, others may be fungi. The disease can also result from exposure to chemical irritants.

Legionnaire's disease is now recognized as a form of pneumonia.

It was a form of pneumonia—Pneumocystis carinii, almost invariably fatal—among other illnesses that first brought AIDS to the attention of medical investigators.

Then there's mycoplasma, the medical name for the so-called "walking pneumonia" where the victim, although sick, may not be bedridden.

Altogether, about three million Americans will develop pneumonia this year and a third of them will end up in a hospital.

Thanks to the discovery of penicillin, pneumonia has tumbled from its rank as the No. 1 killer disease. But it hasn't fallen far enough; it's now the sixth leading cause of death in the United States.

That figure is based on the estimate by the National Center for Health Statistics that 29 out of every 100,000 people die each year from pneumonia brought on by the flu.

Although anybody can get pneumonia, the disease strikes more often and more seriously among the elderly, children under the age of two, and the chronically ill.

Heavy smokers, alcoholics, the undernourished and those whose resistance is low for whatever reason are also at higher risk.

And here's a puzzler we don't yet have an answer for: Once you've had pneumonia, you're more likely to get it again.

Another curious thing is that about 10 to 20 percent of the population carry the bacteria that can cause pneumonia without ever becoming sick. The reason for this is that tiny hairs in the nose, as well as air hitting the back of the throat, act as a sort of filter, keeping most foreign matter from reaching the lungs.

If the bacteria does slip past the filtering system, it can settle in the alveoli—the tiny air sacs in the lungs where oxygen is exchanged for carbon dioxide.

The germs multiply rapidly for one to three days and spread through the lungs, causing an inflammation and producing sputum that sometimes is blood-stained.

Viral pneumonia develops much the same way, except the invader is a virus.

Unlike these pneumonias, which tend to peak during the winter months, especially flu season, mycoplasma ("walking pneumonia") spreads year-round for reasons that are still little understood.

It is believed to be bacterial in origin and incubates slowly—10 days to two weeks. Also unlike the other pneumonias, it is most prevalent among young, otherwise healthy people.

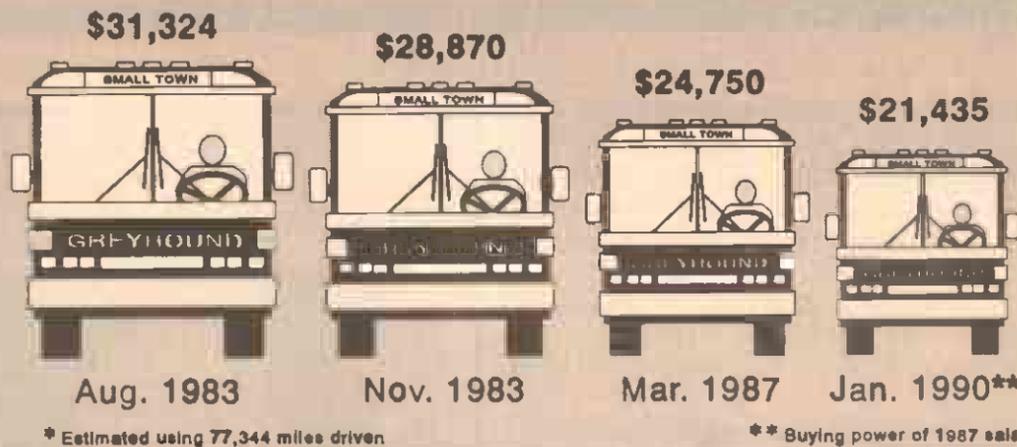
Bacterial pneumonia can last anywhere from five days to two weeks. It usually responds well to aggressive antibiotic treatment. Erythromycin or tetracycline are commonly prescribed.

With viral pneumonia, however, antibiotics are ineffective. Usually, the infection will clear itself up in a week or two. Doctors sometimes recommend over-the-counter medications to ease symptoms.

Pneumonia, from whatever cause, must be taken seriously and treated promptly. Left untreated, or treated too late, both the bacterial and viral variety of pneumonia can lead to long-term pulmonary problems.

## Greyhound salaries\*

Average pay of drivers, 1983 - 1990



Source: Constructed from mileage rates by the AFL-CIO Department of Economic Research

## "Roll the union on" But not on Greyhound

**L**ow wages and threatened contracting out of their work forced Greyhound Bus drivers to strike on March 2nd and for the company to ultimately be placed on the AFL-CIO "Don't Buy" list.

Drivers accepted a 22 percent wage cut three years ago and another 15 percent four years before that. Concessions were made by workers in an effort to help keep the company out of a financial slump.

Greyhound now shows a profit and top managers are pocketing six-figure salaries. Employees are seeking a wage boost (not based on profits and increased ridership as determined by the company), due process rights, and protection against subcontracting. The company refuses to budge in its demands and despite repeated calls for resumption of contract negotiations by the union, the Federal Mediation and Conciliation Services, and other public officials throughout the country, they refuse to resume bargaining for a fair and equitable contract.

James LaSala, International President of

Amalgamated Transit Union, decries the stalemate and management's stated intention to break the strike by hiring replacement drivers and encouraging union drivers to cross the picket line with offers to increase their seniority ranking, and asked for the nationwide boycott of Greyhound.

Greyhound Bus services some 9,500 communities throughout the U.S. and the AFL-CIO, endorsing the boycott, urges union members to utilize other means of transportation to help encourage the company back to the bargaining table, and a quick end to the dispute allowing the over 9,300 striking men and women on the picket lines to return to their jobs.

Alternate means of transportation are other bus lines, commuter trains, railroads and automobiles.

[As we go to press, the NLRB has issued a complaint against the company and Greyhound has declared bankruptcy. But, we must keep the pressure on to gain a settlement and get the strikers back to work.]

## Sea-Land Service employees negotiate health care

OPEIU members employed at Sea-Land Service, Inc.—a shipping firm—voted to approve a major change in health care coverage. The new plan, which will cover members in New York, NY; Elizabeth, NJ; Baltimore, MD; Portsmouth, VA; Charleston, SC; Jacksonville, FL; New Orleans, LA; Houston, TX; Seattle, WA; and San Juan, PR, takes effect August 1, 1990.

The new Comprehensive Benefits Plan provided by Aetna Insurance Company replaces a plan provided by several carriers through OPEIU Local 153. The new plan gives each member broader options and provides life insurance in an amount two times the employee's annual salary, plus a full-benefit retirees plan.

Representing the members at the negotiations were International Vice President Michael Goodwin; Local 153 Representatives Thomas Havriluk and Charles Smith; and members Bar-

bara Rumph, Ricky Badillo, Geri Wilkins, Helen Freeman, John Olivera, Juanita Jones and Mary Zayas (Local 153); Paul Mari (Local 73), Laurie Brown (Local 8); Jose Nieves and Raul Guemarez (Local 506); and Armand Trevino (Local 129). Also present was Carol King of Local 29 in Oakland, CA.

Presentations are scheduled at all locations to familiarize members with their new benefits.

### Cost-of-living adjustment announced

OPEIU Vice President Michael Goodwin also announced that a 27¢-per-hour cost-of-living adjustment (COLA) will be paid to all OPEIU members at Sea-Land, retroactive to May 9, 1990. The COLA increase is a direct result of an OPEIU contract clause stipulating such increases every six months.

AFL-CIO NEWSGRAPHIC

# Representatives lobby for health

# care, day care & to protect strikes

Health care, striker replacement and child care legislation topped the agenda at the 1990 OPEIU Legislative Conference. That our local unions are deeply concerned about these issues was evident from the attendance—more than 100 delegates from 21 states.

Many traveled long distances to attend the Washington, DC event, held at the Washington Hilton from February 25-27, 1990. And, they came to work hard.

After spending one full day on issue education and lobbying techniques, delegates could be found all over the Capitol, first leafletting for an organizing campaign, then meeting with legislators on Capitol Hill.

In the end the overwhelming consensus was that the conference had been highly productive.

### The need for child care

Marian Wright Edelman, President of the Children's Defense Fund, spoke eloquently and movingly on the need in this nation to care adequately for our children.

Pointing out that the United States and South Africa are the only two industrialized countries without a national child care policy, she noted that we must make it un-American for any child to grow up poor or without adequate child care, health care, food, shelter, education and safety from neglect abuse, and violence.

She urged the delegates to tell legislators that investing in children must come first rather than last on their list for concern and action.

(Since the conference the OPEIU-sponsored child care bill passed both houses of Congress, but with some changes in each. A compromise bill is being worked out, with President Bush threatening a presidential veto. All members are urged to write their legislators to vote for this bill and override that veto, if it occurs.)

### The right to decent health care

Karen Ignani, newly appointed Director of the AFL-CIO Social Security Department, painted a bleak picture of the current state of U.S. health care—where 39 million have no coverage, millions more have inadequate coverage, infant mortality is on the rise, and costs are soaring. In this country, she said, we spend 42 percent more on health care than Canada for far more inadequate protection.

She outlined principles delegates should seek in a national health care bill: universality, public accountability, affordability, comprehensive coverage, fairness, portability, equitable financing, cost containment quality control, and public-private administration.

(The debate on a national health care bill is only just beginning. We need you to talk with leaders in your community, employers, etc., about the need for national action. We need you to meet with your legislators to describe the pressure that rising health care costs are putting on collective bargaining, to describe how coverage is eroding, to describe the burden this is putting on families and to get their commitments to support a national health care program.)

### Striker replacements are killing us

Barbara Warden, Legislative Director of the AFL-CIO's Industrial Union Department, pointed out that the assault on the right to strike, where workers are intimidated into giving up a basic right—the right to withhold their labor—and subsequent attacks on unions generally has seriously undermined the collective bargaining process and the stability of labor relations in the U.S. When striking is turned into the equivalent of giving up one's job, the balance of power between bosses and workers—which the NLRA was designed to protect—is decisively tilted against

## Speakers



Jack Otero—Bakery, Confectionery and Tobacco Workers Union



Marian Wright Edelman—Children's Defense Fund



Karen Ignani—AFL-CIO Social Security Department



Barbara Warden—AFL-CIO Industrial Union Department



Michael Gildea—AFL-CIO Legislation Department

workers.

In order to restore balance to the process and to reaffirm the long-held right of workers to strike, HR 3936 and S 2112 have been introduced. Specifically these bills make it unlawful for an employer to offer permanent employment to an individual for doing bargaining unit work during a labor dispute. And, they cannot give preference in favor of workers who cross picket lines.

This kind of union busting must be stopped. Court decisions punishing workers for exercising their rights while rewarding strikebreakers must be overturned. Contact your Senators and Representatives. Ask them to cosponsor and support S 2112 and HR 3936.

### Tips on lobbying

Michael Gildea, Assistant the Director the AFL-CIO Department of Legislation, helped delegates improve their grassroots lobbying skills.

Just a few of those tips include: 1) Be prepared (know you legislator's background and voting record and know your issue); 2) Try to personalize the issue (personal stories, anecdotes); 3) Leave the legislator with a fact sheet; 4) Be sure you get a firm commitment (don't let him or her dance around the issue); 5) Ask them to "go out front" on an issue, i.e., cosponsor a bill; 6) Be tolerant and never threaten; 7) Keep the pressure on (organize a grassroots campaign, e.g., letter-writing, local visits with the legislator); 8) Thank them for their support or their time (you will need them again).

Following this important session delegates met with their representatives to put their new knowledge and skills into action. Comprising 19 lobbying teams, delegates met the better part of a day with 72 Representatives and Senators and/or their legislative aides.

Each lobbying team prepared a detailed report indicating the positions on the issues of the various legislators. The International forwarded that completed report to the appropriate departments at the AFL-CIO for future action.

It was a productive day—one in which delegates worked hard for their members back home, to improve their health care and child care, as well as protect the collective bargaining process to which we owe the decent conditions under which we work.

### Locals attending

The more than 100 delegates from 21 states represents members from the following local unions: Local 2 (Washington, DC); 6 (Boston, MA); 10 (Detroit, MI); 11 (Portland, OR); 12 (Minneapolis, MN); 14 (Philadelphia, PA); 17 (Cleveland, OH); 19 (Toledo, OH); 23 (Tacoma, WA); 29 (Oakland, CA); 30 (Los Angeles, CA); 32 (Newark, NJ); 35 (Milwaukee, WI); 39 (Madison, WI); 67 (Charleston, WV); 95 (Wisconsin Rapids, WI); 106 (Groton, CT); 140 (Los Angeles, CA); 153 (New York, NY); 179 (Chattanooga, TN); 212 (Buffalo, NY); 251 (Albuquerque, NM); 269 (Chicopee, MA); 277 (Ft. Worth, TX); 354 (Plymouth, NC); 391 (Chicago, IL); 417 (Detroit, MI); 437 (Ponca City, OK); 453 (Boston, MA); 457 (Centerville, PA); 471 (Brownsville, PA); 505 (Milwaukee, WI); 513 (State of Ohio); 524 (State of Michigan); 555 (Bucksport, ME); 600 (Boston, MA); and 787 (Milwaukee, WI).

Attending for the International Union were President John Kelly, Secretary-Treasurer Gilles Beauregard, Vice-Presidents Carolyn Combs, Michael Goodwin, Gwen Newton and Jim Sheridan, Education Director Gwen Wells, Organizing Director Mark Reader, and International Representatives Pat Jeney, Rosanna Knickerbocker, Jennifer McClead, Chuck McDermott, Faye Orr and Don Wright; and Washington Staff Dee Musgrove, Sandra Rose and Fred Toles.

## Members lobby legislators on Capital Hill



The Ohio delegation



Connecticut



Minnesota



Massachusetts



Wisconsin

# Delegates Meet (Continued from page 1)

munications continually in committees, e.g., a bargaining committee, safety and health committees or labor-management cooperation committees. A few of our stewards and certainly our officers must also frequently address larger audiences, e.g., of our own members, community groups, other trade unions.

Faculty members—Gloria Busman and June McMahon—from the Center for Labor Research and Education at the University of California at Los Angeles led delegates through exercises involving all three of these types of communications in order to improve their skills.

One example involved small group discussions where delegates in each group were given specific roles. Each participant, acting within that role, worked with the others to develop contract proposals on health care. Everyone learned a great deal about group dynamics, compromise, and hidden agendas. It was widely agreed that the exercises were an excellent learning experience.

## Jim Wright

Former Speaker of the U.S. House of Representatives Jim Wright was the keynote speaker at the conference's luncheon. Wright has been a long-time friend of labor and especially OPEIU.

"What's happening in the world," he hypothetically asked. Some good, some frightening things. The Soviet Union is electing reformers and liberals. Eastern European nations are racing to establish democracies. The Berlin Wall is down. Nelson Mandela is free. South America is using ballots instead of bullets.

But, he said, what we are facing at home in this country are three deficits: 1) the budget deficit, 2) the trade deficit (with Japan), and 3) a social deficit (unmet social and human needs).

In 1980 Ronald Reagan said he would balance the budget deficit by 1983. Bush said by 1993. There's no difference in the politics that has tripled the deficit. We've been on a 10-year drunk—a binge. It's hard to listen and believe "Read my lips, no new taxes" and watch continued spending.

The interest on the debt is the fastest growing item of the budget. And, it's dead weight. It doesn't build highways or schools. 36¢ of each tax dollar goes to pay this interest.

Wright closed by saying, "But, it's the morning after now and we have to face hard facts..."

## Delegates

Attending this years conference to represent their members in the Southwest and Southeast regions were: Locals 13 (St. Louis, MO); 27 (Galveston, TX); 66 (Port Arthur, TX); 73 (Jacksonville, FL); 87 (Lake Charles, LA); 89 (Bogalusa, LA); 105 (Little Rock, AR); 119 (Chattanooga, TN); 129 (Houston, TX); 182 (Nashville, TN); 233 (Georgetown, SC); 251 (Albuquerque, NM); 277 (Ft. Worth, TX); 298 (Austin, TX); 303 (Texarkana, TX); 306 (Amarillo, TX); 320 (Kansas City, MO); 354 (Plymouth, NC); 381 (Oklahoma City, OK); 437 (Ponca City, OK); and 506 (San Juan, PR).

Representing the International Union were President John Kelly, Vice Presidents Paul Mari and J.B.

Moss, Education Director Gwen Wells, and International Representatives Bill Kirby and Don Wright.

## One-on-one Communications



## Communications in committees



## Communications before large audiences



# Mental health employees (Continued from page 1)

also voted by mail ballots which were counted on February 14th. The employees received a valentine from themselves when the final count showed 112 to unionize and 49 not to unionize. The para-professionals made unsuccessful attempts prior to OPEIU. "Things were different this time," said John Fox a residential training worker, "we were really confident." Other employees attempted to use the internal grievance procedure in the personnel manual, only to be told their concerns were not grievances. These efforts were apparently remembered when the

recent vote was held. Local 459 already represents members at two other Community Mental Health Centers in Michigan. It has represented members at Clinton-Eaton-Ingham CMH for ten years and recently got a first contract for members at Manistee-Benzie CMH. The Northeast CMH administration circulated copies of the Manistee-Benzie CMH contract in an attempt to convince employees that a union wouldn't help. The idea backfired when employees found many items in the contract interesting and helpful. The move actually

persuaded a number of employees to vote for the union. The para-professional unit is very diverse. They have 26 different worksites over the four counties. The bargaining unit has been working on an internal structure to ensure representation and communications. A Council was formed with a representative and alternate from each worksite. The Council in turn is electing a negotiating team and helping to steer the negotiations.

# OPEIU announces 4th Howard Coughlin Memorial Scholarship

Ten (10) scholarships will be awarded. Applications are open to members in good standing, or associate members, or to their children, all of whom must meet the eligibility requirements and comply with the rules and procedures as established by the Executive Board. Each scholarship has a total maximum value of \$4,000.

These scholarships for members in the United States (Canada has its own scholarship program) are limited to one per region in the U.S. and one per family.

## Eligibility

An applicant must be either:

- a member of OPEIU in good standing or an associate member;
- the son, daughter, stepchild or legally adopted child of an OPEIU member in good standing or an associate member; and

An applicant must be either:

- a high school student or high school graduate entering college, university or a recognized technical or vocational post-secondary school as a full-time student;
- presently in college, university or a recognized technical or vocational post-secondary school as a full-time student.

## Procedures

Each applicant must file and official OPEIU scholarship program application. Application forms must be endorsed by the Local Union President or Secretary-Treasurer attesting that the member or parent of an applicant is in good standing or an associate member. Such endorsement must be obtained before the application is submitted.

## Forms

Application forms may be obtained at your local union office or at the Secretary-Treasurer's office of the International Union.

## Applications

All applications must be received at the Secretary-Treasurer's office of the International Union, 815 16th Street, N.W., Suite 606, Washington, D.C. 20006, no later than December 31, 1990.

## Requirements

**High School Transcript**—All applicants are required to submit their high school transcript.

**College Transcript**—Any applicant who is currently enrolled as a full-time student at a college, university, or a recognized technical or vocational post-secondary school is also required to submit their college transcript.

**Test**—All applicants are required to take a Scholarship Aptitude Test—SAT—(the admissions Testing Program Examination of the College Entrance Examination Board) or equivalent examination by a recognized technical or vocational post-secondary school. If you have already taken the above test, you should request your school to forward the results of your test to the Secretary-Treasurer's office of the International Union.

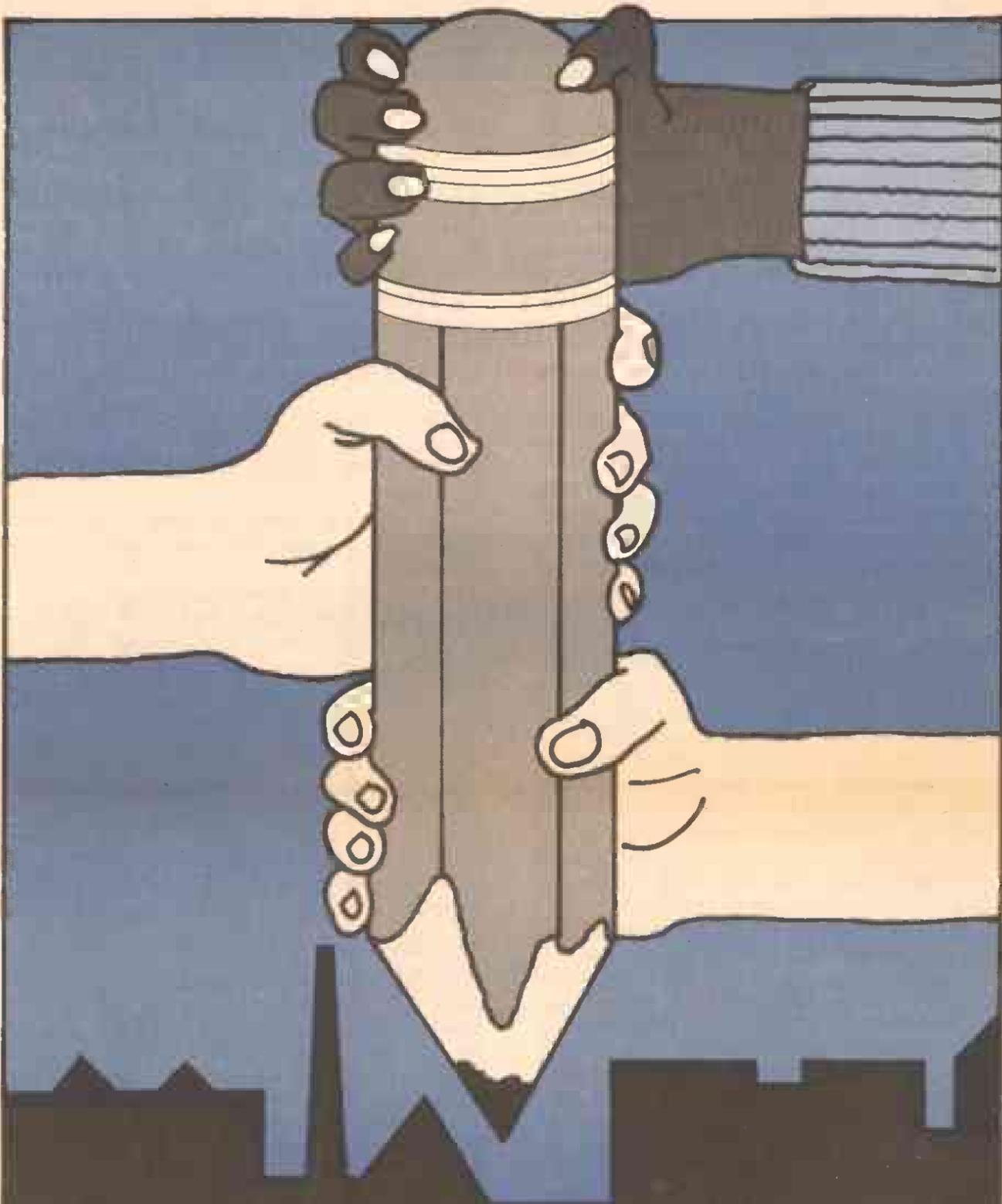
All requirements are due at the Secretary-Treasurer's office no later than March 31, 1991.

## Selection of Scholarship

The selections shall be based on recommendations of an academic scholarship committee. Announcement of the winners will be made during the month of June 1991.

Address all inquiries to:

**Office of Professional Employees  
International Union  
Howard Coughlin Memorial Scholarship Fund  
815 16th Street, N.W., Suite 606  
Washington, D.C. 20006**



SEND FOR OPEIU SCHOLARSHIP APPLICATION  
Application deadline—December 31, 1990

Please send me the application for the 1989 Howard Coughlin Memorial Scholarship.

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

OPEIU Local Union \_\_\_\_\_

**Application deadline  
December 31, 1990**

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



# Outlaw permanent striker replacement

by John Kelly, International President

Most of our contracts are settled across the bargaining table. Sometimes it is necessary to impose economic sanctions, and at times it becomes necessary to raise the possibility of a strike. All of this in order that workers are in a position to negotiate a fair agreement. A fair contract is one in which both sides win, and no side loses.

Our ability to achieve fair contracts has been severely curtailed. In this column I would like you to look at what has brought this about.

Prior to 1935 workers, if they struck, could be tried and found guilty of criminal conspiracy. Unions faced injunctions and charges of conspiracy and attempt to restrict trade. The Sherman Anti-Trust Act was even used to prohibit the right to strike.

In 1921 the United States Supreme Court ruled that these tactics by management were acceptable.

In 1935 the National Labor Relations Act was passed giving us, among other benefits, the legal right to strike.

### MacKay Radio

Three years later the employees of MacKay Radio & Telegraph Company used this new right. As luck would have it, the strike failed and they asked to return to work. The company maintained that those who worked during the strike had first call on the job rather than the strikers, and that they would not take the strike leaders back to work. No one was worried because the National Labor Relations Board guaranteed our right to strike. In fact, the NLRB ordered the company to take these people back. But the case was appealed next to the Supreme Court.

The Supreme Court ruled that the strikers had the right to their jobs, and that the company did discriminate against them. So we had a victory. But we could not rejoice then nor can we rejoice today.

The courts in their discussions of the issues which now have been accepted—as if they were part of a decision—went on to say that it was not an unfair labor practice to replace striking employees in order to carry on the company business. Nor was the company bound to discharge those hired to fill the place of strikers.

The seed was planted. It did not grow, however,

until the 1980s. During the 45 years from that decision until 1980, few (if any) employers replaced strikers. Why?

- It was not done.
- It would be unfair.
- The public would not stand for it.
- The employer's customers would not have it.

All that changed in 1980. The Air Traffic Controllers were forced to strike. The President of the United States ordered them all replaced, and the lights went on in corporate board rooms all over the country.

"If the Federal Government can replace strikers, why can't we?"

"If the public does not care, why should we worry?"

So, a new policy came into being. If they strike, replace them. The gates were opened, and what have we seen?

- Continental Airlines replaces 3,500
- Phelps Dodge replaces 2,400
- International Paper replaces 2,500
- Chicago Tribune replaces 1,100
- Magic Chef replaces 1,300
- T.W.A. replaces 6,000
- Brown Sharpe replaces 1,500
- Boise Cascade replaces 1,200

It is now common practice to see companies, while negotiations are going on, place ads for worker replacements should there be a strike. This tactic is used to frighten and intimidate their employees and force on them a less-than-fair contract.

### The solution

What can you do to assist your union to negotiate fairly? You can support the bills that have been introduced in the Congress which would make it illegal for employees to hire permanent replacements. Not replacements, but permanent replacements. The bill in the House is H.R. 3936 and in the Senate S. 2112.

The passage of such legislation will go a long way to restore the process of collective bargaining that was envisioned in 1935 when the National Labor Relations Act was passed. It is important that all of our

locals in the United States adopt a program urging their members to contact their legislators on this issue.

I have recently met with members in Canada in Vancouver and Ottawa. At those meetings I told them that there was no border between Canada and the United States where the issues of labor are concerned. What is adverse to workers in one country will surely find its way to the other.

While three of Canada's provinces, Quebec, Manitoba and Ontario have legislation prohibiting, to some extent, the replacement of striking workers, there is no such protection in the other seven provinces. I would advise our Canadian membership to be alert to this issue as well. As I said, if it is harmful to workers, there is no border.



## Buy Union Insurance

American Income Life is a fully organized union label insurance company, providing supplemental life insurance plans primarily to union members. The entire field force and home office staff are members of OPEIU Local 277, and they have been serving the insurance needs of union members for over 30 years.

In fact, unlike other insurance companies, AIL provides a waiver of premiums for the entire duration of authorized strikes, up to a maximum of 12 months.

In addition, the company has consistently contributed a portion of its earnings to union causes. For example, it contributes to numerous union scholarship funds, to striking trade unionists (Eastern, Greyhound, John Morrell), to A. Philip Randolph Institute, Frontlash, and CLUW, among many other worthy organizations.

And, on top of everything, AIL offers competitive insurance at reasonable rates.

For information, contact American Income Life Insurance Co., P.O. Box 2608, Waco, Texas 76797.

Deadline  
September 1,  
1990

### Holiday Greeting Card:

OPEIU is looking for holiday card designs to use for the Union's official 1990 Holiday 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.

Sandra Robinson Brewer, member of Local 18 in Sheffield, Alabama, submitted 1989's winning design.

The deadline for entries is September 1, 1990. 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

### U.S. Price Index

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

Year	Old*	New*
1988		
January	346.1	116.2
February	347.6	116.7
March	349.1	117.2
April	350.7	117.7
May	353.0	118.5
June	354.2	118.9
July	354.6	119.0
August	355.0	119.2
September		
October		
November		
December		
1989		
January	366.7	119.7
February	368.0	120.2
March	369.0	120.8
April	369.9	121.8
May	369.9	122.5
June	366.8	122.2
July	367.0	123.2
August	368.3	123.6
September	369.8	124.2
October	370.6	124.4
November	371.1	124.6
December		
1990		
January	375.0	125.9
February	376.6	126.4
March	378.5	127.1
April	379.2	127.3
May	379.9	127.5

### Canadian Index

Statistics Canada  
New Base 1981 = 100

Year	Index
1988	
January	142.0
February	142.5
March	143.4
April	143.6
May	144.5
June	144.9
July	145.0
August	145.7
September	146.1
October	146.1
November	146.1
December	146.1
1989	
January	146.8
February	147.8
March	148.5
April	149.0
May	150.5
June	151.3
July	152.3
August	152.4
September	152.6
October	153.2
November	153.7
December	153.6
1990	
January	154.9
February	155.8
March	156.3

\* 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.