SeaMar homecare workers vote unanimously for Local 8

On November 9, 1990, homecare workers employed at SeaMar Community Health Center voted unanimously to be represented by OPEIU Local 8, reports Local 8 Organizer Beth Schindler. Fifty-nine of the 160 eligible voters marked their ballots "yes" for union representation.

"This election is a monumental achievement for homecare workers as SeaMar is only the second group in the State of Washington to be represented by a union—our union," she said. The first group—Fremont Homecare—organized with Local 8 in 1988 and signed their first contract in September 1989.

The SeaMar campaign started in full swing during May and progressed rapidly throughout the summer. By Labor Day, Schindler reports, "we had union authorization cards signed by more than 60 percent of the employees. We requested voluntary recognition from the employer, but our request was denied. So, we prepared for an election."

Many, many nights of phone calling, committee meetings and house calls made this campaign a tiring, but exceptional, success.

"It couldn’t have happened," said Business Manager Maureen Bo, "without the perseverance of the in-house organizing committee at SeaMar. Dedication and spirit are hard to find in many groups, but not here. They worked tirelessly on many projects and continuously gave their assistance and support when ever needed."

Local 8's organizing committee was also very helpful and "on-call" for any assistance that was needed with phone banks and other projects.

The next step is negotiations. A bargaining com-

(Continued on page 6)

Local 434 leads the way in banks: parental/maternity leave

OPEIU Local 434 has made major breakthroughs in financial institutions of Canada and negotiated trend-setting leave arrangements for more than 1,200 employees at the Laurentian Bank of Canada.

OPEIU members with the new agreement have won a 12-month maternity leave of absence, beginning the date of delivery. Such leave will be payable at 95 percent of the employee's salary for the first two weeks of leave and 95 percent, less unemployment benefits, for an additional 19 weeks.

Local 434 is the first labor organization covered under Canadian federal legislation to obtain paid maternity leave in cases of disability (due to pregnancy) prior to delivery when an employee cannot be transferred to another position. In such cases, members will receive 90 percent of net salary during such leave.

Paid paternity leave was increased from three to five days, while leave of absence without pay was increased to up to one year for the serious illness of a spouse or child.

Other leave improvements included: union pre-negotiating committee meeting to be fully paid by the employer and paid union leave was increased from 45 to 100 days, not including leave of absence with pay for the local union president.

In a major victory the union won that no part-time position will be created unless there is a full-time position already established, except in the case of loan officers in a new branch. Additionally there will be no elimination of a full-time position when one or more part-time positions exist in the same classification.

No employees with two years or more of service shall be laid off.

General wage increases included a 5 percent lump sum wage gain in 1989, as well as 5 percent across-the-board wage gains in 1990 and 1991. More, than 283 employees will achieve a 3 percent annual automatic progression.

Many more improvements were negotiated, including a special mortgage rate for Local 434 members and a reduced rate on personal loans.

The negotiating committee for this breakthrough agreement were Jacques Letendre, council representative and spokesperson; Yvon Rivard, Local 434 president; Guy D. Lalonde, Local 434 business agent; and Members Nichole Hahinemann, Sylvie Laporte and Daniel Lucrose.

You made the difference, one vote counts

The participation of union members made the difference in a series of key elections this fall that demonstrate that working people can shape political and legislative events when we work and speak together.

Union members were the backbone of campaign operations in razor-thin victories for Doug Wilder in Virginia's race for governor, David Dinkins' election as the new mayor of New York, and Jim Florio's landslide win in New Jersey's gubernatorial contest.

OPEIU's locals and many unions became involved in these campaigns because the Democratic candidates stood with us on the issues that matter—a higher standard of living, fair labor laws, safe working conditions and a fighting chance to share in the opportunities of this nation.

Without the backing of union members, Doug Wilder and David Dinkins would have lost—and Democrat Jim Florio of New Jersey would have faced a much closer race against Republican Jim Courter.

(Continued on page 7)
Fred Toles
by Barbara Moore OPEIU Local 2

Fred Toles, OPEIU Local 2 member and purchasing agent for the Washington, D.C. office of the International Union, wears many hats. He is often seen by his Washington co-workers wearing his “Dr. Zhivago” hat at the very first sign of snow. When the D.C. office coffee station is not kept clean and the Washington Redskins let him down, he turns quickly into the “Mad Hatter.”

In a more serious vein, Fred speaks modestly about his affiliation with The Church of the Atonement in Southeast Washington where he has just been elected (by a large majority of votes) to be the youngest member of the Vestry. His affiliation with “Atonement” began over 50 years ago when he served as an altar boy, raising at 5 a.m. to turn on the lights and heat the church. Today, he serves as Secretary-Treasurer for the Men’s Club and substitute teacher for his daughter’s Sunday School class. He recently participated in the recruitment and transportation of 40 neighborhood youngsters to a sister church in Maryland for a day of activity that included drug education, basketball play and use of library facilities.

Cooking with flair and flamboyancy is a side interest of Fred’s. Though greatly out-numbered by his female co-workers, he boasts about his infamous macaroni side-dish and the Tom Turkey he prepares for the D.C. office Christmas party. This rung second to his bragging about his children, Fred, Jr., a sophomore at the University of Pittsburgh and Karen, an 8th grade student at Andrew Jackson in Maryland.

Fred’s career with OPEIU stretches back to September of 1967, when he was employed at the age of 22 in the office of the late former Secretary-Treasurer J. Howard Hicks. He has since served under Secretary-Treasurer Emeritus William A. Lowe and Romeo Corbeil and is currently serving OPEIU locals and international staff. His willingness to help others has made him many friends among the other unions in the AFL-CIO building.

Noting all of the above, it is apparent why the Washington, D.C. office throws their “hats off to Fred.”

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 Barbara Moore for the article submitted here.

Happy hunting, bounty hunters.

Letters to the Editor • Letters to the Editor

Local Woman Wins Greeting Card Contest

Sandra Robinson Brewer, Florence, is winner of the Office and Professional Employees International Union’s 1989 Christmas Greeting Card Contest.

International Secretary-Treasurer Gilles Beauregard of Washington, D.C., recently sent Ms. Brewer a letter of congratulations and a cash prize for her card entry. The Christmas card, designed by Ms. Brewer, was used during the 1989 holiday season.

OPEIU represents more than 120,000 working men and women from all corners of Canada and the United States.

Ms. Brewer is a 22-year member of OPEIU Local 18 of Sheffield.
Shift Work and Body Rhythm
By Dr. Phillip L. Polakoff, M.D.
Director, Western Institute for Occupational/Environmental Sciences

Every 24 hours, our body processes go through a rhythmic, tide-like rising and falling pattern set by our circadian rhythm. Change brought about by this eb and flow correspond to the day-night cycle and influences a number of body functions, including temperature, blood pressure, pulse rate, hormone level, etc.

These body functions reach a peak during the day and drop to their lowest point at night. That suits the human organism fine, because man, by nature, is not a nocturnal animal. Normally, we work during the day and rest at night.

But what happens if we turn this pattern upside down—turn night into day, in a manner of speaking—as shift work does for many people.

For most of those workers (not all), the low point of their biological rhythms, normally a time of reduced activity and rest, now comes at a time of great activity and demands. Later, when the shift ends, they have to try to sleep when their internal activity is on the upswing.

Shift workers—especially those on the night shift—on the average get one or two hours less sleep than day workers. Furthermore, the quality of the sleep and its effectiveness in refreshing the worker is less than nighttime sleep.

Sleep disorders and gastrointestinal illnesses are the most widespread and commonly identified health problems among shift workers. Ulcers and constipation are more common among shift workers, according to researchers.

Switching shifts can also cause problems. Some workers may lose their appetites. Others may react by overeating. These problems are often aggravated by irregular meals, poor food in many cases, and eating when the body's digestive system is at a low point.

Fatigue and disruption of the central nervous system, often brought on by lack of sound sleep, can also have adverse effects on digestion.

When the body is out of rhythm and under stress, it also may be more susceptible to the effects of physical agents such as noise, vibration and radiation, as well as to chemical agents such as fumes, gases and dusts.

One survey of accidents at a medium-size steel mill showed a lower rate on the night shift, but the accidents that did occur were more serious than on the morning and evening shifts. (All three shifts, incidentally, worked under the same intensity of artificial lighting.)

Not all workers, of course, dislike shift work, even preferring the night or graveyard. For some, it may be the incentive of the extra pay. Others just feel they come alive after dark.

Greater adaptability to night work also have been found among those with an extroverted nature whose circadian rhythms follow an evening pattern.

Clinical observations have shown a relationship between an inability to adapt to shift work and the early-to-bed, early-to-rise type.

Although we can't change circadian rhythms, here are some ideas about making shift a better deal for everybody:

- Give workers a stronger voice in designing flexible work and shift rosters, and a choice of shifts.
- Reduce hours of work on shifts and schedule more breaks.
- Keep first aid and medical facilities available at all hours.
- Provide better meal and transportation facilities for the odd-hour shifts.
- Provide management-paid medical checkups every six months.

Defending Social Security—Again

by Press Associates, Inc.

Social Security, which Franklin D. Roosevelt considered perhaps his greatest achievement, periodically comes under attack and must be defended again and again. This may be one of those times, as anti-Social Security right-wingers whine blood and start circling their prey.

With a financial crisis in the early 1980s, the 1983 bipartisan commission on Social Security reform made some tough decisions. There were some benefit cuts which the supporters of Social Security found it hard to swallow. But the major change approved by Congress was to schedule increases in the payroll tax to build up a surplus for the post-War II baby boomers who begin retiring from about 2010 onward.

That began a shift from pay-as-you-go financing toward a long-range build-up of large surpluses decades from now. The system was said to be financially sound for the next 75 years.

But the Reagan and Bush Administrations could not resist the temptation to use the rapidly-rising Social Security reserves as part of the federal budget to mask record-high deficits. In fairness, it should be noted Lyndon Johnson did the same thing.

Now an event called "Moyhman's Social Security Bombshell" has exploded on Capitol Hill, exposing the budgetarycharade of the current Administration. Congressional hearings will air the issues and perhaps lead to constructive solutions.

What Senator Daniel Patrick Moynihan (D-N.Y.) did to get everyone's attention was to announce that he would move to rescind the Social Security payroll tax hike that kicked in Jan. 1. This would reduce taxes by $7 billion this year and more than $50 billion in 1991; it could mean up to $600 per year in lower taxes for working couples.

"We are abusing a trust," declared Moynihan, a member of the 1983 reform commission and a strong defender of Social Security. "We are taking moneys given for retirement benefits, for widows and orphans and for the disabled, and we're using it as if it were general revenue."

Moynihan objected that a regressive tax, such as Social Security which applies a flat rate of 6.2 percent to the first $51,500 earned, weighs more heavily on workers and the middle class. He believes that general revenue for running the government should come from the progressive income tax.

According to the Congressional Budget Office, the Social Security reserves rose by $32 billion in fiscal 1989. The federal budget deficit was $204 billion. By counting in the Social Security surplus, the federal deficit shrinks to $162 billion.

CBO estimates show the federal deficit rising slowly to $206 billion in 1990 and moving up to $268 billion in 2000. The Social Security trust fund will go up to $65 billion in 1999 and jump to $356 billion by 2000. By counting the trust funds in the federal budget, the deficit practically disappears, going down to $141 billion in 1990 and sinking to $32 billion in 2000.

In short, the figures show that the government does not have the deficit under control and is hiding the problem.

Robert M. Ball, Social Security Commissioner in 1962-73 and a Democratic member of the 1983 reform commission, injected some common sense into the debate in an op-ed article in the Washington Post. Ball strongly objected to a tax cut now, and said his answer to a pay-as-you-go approach on Social Security is "maybe, later on." He said the system needs a build-up of reserves for several years to come.

Ball also pointed out that Medicare's hospital insurance program is underfinanced. He said a good pay-as-you-go plan would be to achieve an adequate contingency trust fund by 1995 and then reallocate to Medicare the part of the Social Security tax now proposed as a cut. That would put Medicare in sound shape for the next 25 years, he said.

The conservative enemies of Social Security are proposing a phased-in privatization of Social Security by using the surpluses to create individual retirement accounts.

Labor, senior citizen groups and other supporters of Social Security defend this most successful of programs as a family protection package which cannot be purchased in the private sector at any price. Vigilance is still needed to preserve it.
Local 106
Groton, Connecticut

"The basic objective of the program," says Local 106 President Paul Brain, "is to train union members for active participation in the affairs of their community. The Union Counseling Program responds to other community programs improving the quality of life for all citizens and the quality of social services. While at the same time, educating union members about available health and welfare services and how to use them in helping all people.

Local members are taught the fundamentals of referral work and counseling. To date, the graduate counselors have helped many members form the unions as well as neighbors, friends and other citizens in the community.

Some of the subjects covered include workers' compensation, social security, unemployment, emergency assistance, food stamps, veterans benefits, information and referral services, and public and private law.

Local 12
Minneapolis, Minnesota

"We have actively promoted education programs for Local 12's members in the past and will continue to do so," says Local 12 Business Manager John Swander. "We are fortunate in our area to have an excellent union education program through the Labor Education Service at the University of Minnesota. We have worked closely with LES in designing and sponsoring steward training classes taught by instructors from the university. We have also reimbursed 100 percent tuition costs for a number of our members who have successfully completed other LES classes."

The type of classes Local 12 has paid for include grievance handling, arbitration, public and private sector collective bargaining, public speaking, union leadership training, women in the labor movement. As with many other locals, they regularly promote union affiliation in their newsletter and solicit applications to members who received this valuable training to teach the program.

Kim Cook, Local 8 Representative, leads steward training classes in local union meetings which cover topics ranging from labor law to communication skills. He also encourages steward training classes which can be held in schools. Mike Salonen, the Local's Business Representative, taught the women and distributed new steward manuals which he developed. Subjects covered during the training were collective bargaining techniques, negotiation, media relations, organizing, grievance procedures, and discipline.

Local 95
Wisconsin Rapids, Wise

Local 95 recently sponsored a steward training class which was attended by 12 participants—stewards with varying degrees of experience and from many diverse shops.

Mike Salonen, the Local's Business Representative, taught the women and distributed new steward manuals which he developed. Subjects covered during the training were collective bargaining techniques, negotiation, media relations, organizing, grievance procedures, and discipline.

Professor Barbara Tienhauer explains U.S. labor history and origins to 153 stewards.

Local 153
New York, New York

Like numerous locals, 153 uses a variety of education and training techniques to reach as many members as possible. Members are regularly sent to either the New York State School of Industrial and Labor Relations at Cornell University or to Empire State Labor College to take workshops on labor law, arbitration, labor history, collective bargaining, and discipline.

In addition, the local for many years has traditionally held an annual shop steward training session. In 1989 the stewards met over a two-day period away from the city to discuss in depth the problems they encounter with employers and on the job. Professional arbitrators, labor historians and academics were brought in to teach the training classes which covered grievance handling, history and politics.

Local 397
Regina, Saskatchewan, Canada

For the past two years, Local 397 has held successful full steward schools. The most recent took place October 28 and 29 at the Raynor Centre on Lake Diefenbaker and nearly 45 stewards attended.

"Each year the school has a theme," said L. Stoffer, Local 397 Representative. This year it was dealing with Management. Subjects covered were union-management relations, contract interpretation, AID in the workplace, union ethics, the duty of fair representation, and the law in workplace discipline.

Commissioner Henkshill Brown leads discussions on grievance handling with shop stewards.

Local 32
Newark, New Jersey

With a string of organizational successes in the New Jersey public sector, Local 32 recently conducted a grievance handling workshop for stewards in the new- ly organized unit. That long program was coordinated by professors of the Rutgers University Labor Education Department in New Brunswick, where it was held.

The participants covered the basics of grievance handling, the duty of fair representation, labor law, recent changes in civil service rules and regulations affecting public employes.

Local 393
Saginaw, Michigan

Local 393 frequently co-sponsors programs with other unions. For example, in September 1989, they co-sponsored "Links on the Chair" as a theatrical as well as educational program in song and narrative.

According to Local President Kitty Packard, the local on a continuing basis through the Michigan State University Labor Education Program also has classes on steward training, bargaining, etc.

Local 8
Seattle, Washington

Local 8 is Seattle's longest established local. The local has a long and proud tradition of winning seats in the city's mayoral and city council races. Today, the local is active in many roles, grievance processing and internal organizing.

New members are offered a one-hour orientation session each month which includes a brief video to introduce what Local 8 and OPEIU do, how it works and how to make it work well for each member. A 15% rebate on the initiation fee is an additional incentive.

Child care is regularly offered at Local 8 training sessions.

Local 153 also regularly has an education component at its membership meetings. Recent speakers have addressed the members on drug and alcohol abuse, the Howard Beach incident and race relations in New York City, domestic violence, and more.
Local 32-backed family leave bill becomes law in New Jersey

Family leave became a reality for New Jersey workers this year as legislation actively supported by Local 32 was signed into law in January by out-going Governor Tom Kean.

The act, which becomes law in May of this year, mirrors the national legislation which has been bogged down in Congress. It provides up to 12 weeks of unpaid leave for the birth or adoption of a child, or for the care of a seriously ill parent, spouse, or child. The law allows employers to provide for paid leave if they choose. Employees who take the leave shall be entitled to restoration of the position they held at the time of the leave, or a comparable one, upon the expiration of the leave, and the employer must continue to provide for whatever medical benefits were in place for the employee for the term of the leave.

The 12-week leave may be taken intermittently in order to provide for extended periods of treatment for such illness as cancer.

The family leave act was coupled in the State legislature with the temporary medical leave act which provides up to 56 weeks of unpaid leave for the employee who becomes ill or injured, outside of the workplace. The latter bill was viciously opposed by the business groups in the state, and it never made it out of committee in time for the end of the 1989 legislative session. The Temporary Medical Leave Act was re-introduced for the 1990 session, and Local 32 and other unions will spearhead the effort to have this bill passed as quickly as possible.

OTEU votes to accept contract with Southern Railway of B.C.

Members of the Office & Technical Employees' Union Local 378 at Southern Railway of B.C. voted January 23, 1990, to accept the contract proposal reached January 22. The OTEU and Amalgamated Transit Union reached a tentative agreement in mediated weekend talks. The two unions had been on strike since October 20.

The agreement gives the OTEU members at Southern Railway wage increases of 14.8% compounded over three years, with no concessions. A highlight of the OTEU settlement is a resolution of the pension problems which had been a major strike issue. The contract calls for a joint union-management committee which will work to develop revisions in the existing pension plan. Any issues that can't be settled by the joint committee within 60 days will be referred to the mediator for a binding decision.

Other highlights include language giving protection from outsourcing, Southern Railway has agreed not to contract out work to evade wages, and benefit provisions of the collective agreement. The OTEU also won improved language on job security.

Other details in the OTEU's three-year agreement include a wage increase of $1.10 an hour, retroactive to April 1, 1989, 50¢ an hour on April 1, 1990, and 70¢ an hour on April 1, 1991.

Southern Railway, previously the rail operations of B.C. Hydro, was privatized last year. It is now owned and operated by ITEI Rail Corporation of San Francisco.


OTEU wins contract with Canadian Northern Shield

Members of the Office & Technical Employees' Union Local 378 at Canadian Northern Shield have voted 96% percent in favour of a contract settlement that offers wage increases of 6% and 6% over two years.

CNS is the former general insurance operations of Insurance Corporation of British Columbia which was sold in 1985. CNS is the only unionized general insurance company in British Columbia and one of the few unionized general insurance companies in Canada. CNS is an industry leader in pay and benefits.

A major improvement in the contract is language that offers protection from contracting out. With the new language, positions can not be eliminated due to the work being contracted out.

Other highlights of the agreement include no discrimination on the basis of sexual preference or physical disability, maternity leave being increased from 16 weeks to 22 weeks, and full-time temporary employees now receiving full benefits.

The 125 OTEU members at CNS include adjusting, clerical and accounting employees, as well as computer operators.

CNS has offices in Vancouver, Kelowna, Prince George and Victoria.

The previous contract ran for three years and expired October 31, 1989. The new contract will expire in 1991.

SeaMar workers vote (Continued from page 1)

mittee has been elected and the proposal is drafted and ready for management. Negotiations will begin shortly. Four of the "in-house" organizing committee members were elected to the negotiating committee, which will be headed by Bo.

As for Schindler, she says that she is "off and running again. Next organizing stop: Catholic Community Service's Homecare Workers. They need a union, too."

IUD names union busters to dishonor roll

Private police forces, electronic surveillance and "rent-a-cop" squads are becoming increasingly common in corporate labor relations, according to the Industrial Union Department (AFL-CIO), which has added six such union-busting companies to its annual Dishonor Roll. The services these companies offer include migrant workforce readiness to cross a picket line and live in on-site temporary housing as well as armed guards outfitted in full riot gear. Their clients span the range of American industry and they are often hired at the recommendation of anti-union law firms.

The 1989 Dishonor Roll nominees are: Vance International's Asset Protection Team, Alert Network, Railfinders Inc., Special Response Corporation, BE & K, and Wackenhut Corporation. Their names were announced at a press conference held today by the IUD in conjunction with the AFL-CIO Convention in Washington, D.C.

This is the seventh year in which the IUD has published its Dishonor Roll, which was originally designed to focus public attention on companies which had made it a deliberate policy to undermine free trade unions and destroy collective bargaining.

This year, for the first time, the Dishonor Roll focuses on companies which provide specific union-busting services to firms determined to get rid of their unions.

"These companies are among the dozens which use intimidation and confrontation as weapons," said IUD President Howard D. Samuel. "Their activities pose a continuing threat to peaceful and productive labor relations and to the institution of free collective bargaining."

Speaking as a professional in the field, President Robert B. Kliesmet of the International Union of Police Associations, added his concern over the negative effect of this new trend.

"Many of the 'rent-a-cops' are not law enforcement professionals. They're 'gung-ho' mercenaries who lack proper law enforcement training. They often create situations of violence which they then sell their services to rectify; and they are not obligated to protect constitutional rights. They often create situations of violence by their very presence and confrontational demeanor."

Congressman Nick Rahall (D-WV), who also appeared at the press conference, drew a comparison between the activities of these companies and those activities which were investigated by the Senate Civil Liberties Committee, chaired by Senator Robert M. LaFollette, Jr., more than 50 years ago. "It is shock- ing to me that we are gathered here today to hear that many companies which make millions by providing scabs who take jobs from peaceful strikers and guards armed with mace, nightsticks and even firearms who threaten legal picket lines," he continued. "I would hope that we will put an end to the unsavory business of moving armed troops around the country for such purposes."

"United Mine Workers President Richard L. Trumka echoed Rahall's concern with this resurgence of tactics which we once thought were in the past. "Vance guards are the high-tech heirs of the Pinkerton and Balwin-Felts detectives brought in by coal companies during the union organizing drives of the 1920's and 30's. They're professionals at intimidation."
Up to 32.75% wage increases for Local 2 members at GHA

OPEIU Local 2 has won a new and outstanding agreement for the 575 members at Group Health Association. Business Representative Daniel McShain hailed the contract as "one of the best in the industry."

Some of the many improvements in the agreement include a 14.5 percent wage increase over three years. In addition, an average of a 2.75 percent step increase will be received on each employee's anniversary date.

"Market impact pay rates were established for the positions of unit clerk, unit clerk/health assistant, radiology technologists, licensed practical nurses, cast technicians, buyers, and ultrasound technologists. (Because of the problems in recruitment, supply and demand, these market impact positions are being paid on higher scales," McShain said.)

Also, in the third year of the contract the department incentive program and "gainsharing" features could result in an added 3-5%. The overall increase for three years based on the scale, step, and other increases could mean as much as 32.75% wage gain for some OPEIU members.

Other improvements include: two hours off with pay for voting and a child/dependent/elder care leave provision allowing an employee to convert up to three days per year of accrued sick leave to take care of a sick child, or a sick or elderly parent or dependent.

There is also a provision for a maximum six-month unpaid leave.

A task force will perform a flextime feasibility study over the first year of the contract. And, a voluntary leave transfer program for disabled employees without sick time benefits will be reviewed.

Over a three-year period, Local 2 will receive $180,000 for tuition and seminars. A new education leave provision was added to permit an unpaid leave of absence of up to 12 months for education purposes. GHA and Local 2 agreed to develop major contract enhancements in this area to promote personal, professional and promotional opportunity and growth.

A new dental program was extended to OPEIU members and their families. Improvements were made in holiday pay, as well as in various sections of contract language.

McShain thanked the bargaining committee for their diligent efforts in settling these negotiations and winning this excellent, new contract.

Holly Farms: rat employer with scab chickens

The AFL-CIO has endorsed a nationwide boycott of Holly Farms which, after being purchased by Tyson Foods, is the largest poultry processor in the country with over 25% of the market.

Holly Farms' drivers and yardmen won representation of the International Brotherhood of Teamsters on March 9, 1988 in a National Labor Relations Board supervised election by a margin of 211-70. The union was certified as the bargaining agent 15 days later.

Then unfair labor practices by the company began—threats of loss of jobs, interrogation of employees, firings, and arrests made for billing on company property. Efforts at the bargaining table were fruitless and on September 12th the union was informed that Tyson Foods would operate the transportation and employees were no longer represented by the Teamsters.

Don't Buy Chickens From

HOLLY FARMS
TYSON FOODS

This is not a strike against any store or market.

For more information: Teamster Local 391, Box 929, Kernersville, NC 27285
(919) 668-0441

You made the difference

(Continued from page 1)

bers to join our Voice of the Electorate 100 Club and take part in the union's political and legislative activities.

Now more than ever, we must turn these electoral victories into reality with laws and legislation that protect rights and increase opportunities for working men and women.

Now more than ever, the new leaders entering office will move on our issues and listen to our voices, if we speak together. If we do not, a precious opportunity for progress could be lost.

In 1990 we will be electing governors, senators and state legislators. We must work to ensure that people elected to positions of responsibility will be responsive to the legitimate needs and desires of working men and women.

Now more than ever, labor can advance its goals by continuing to work to elect our friends and defeat our enemies.
Help for organizing
by John Kelly, International President

Yes, it's easy for Kelly to say, "Let's organize." But he doesn't know the territory. There is no way we can organize in this area. The people here are different. Yeah, it was easy to organize back in the olden days, but things are different today and we have all those union busters. It costs money to organize and we just don't have it. No, we just hope we can stay the way we are.

Too often many of us have heard those statements. Many of our locals continue to prove all those excuses are just that. They have gone ahead and brought the benefits of collective bargaining to unorganized office clericals and professionals.

I'd like to share with the membership a few stories of those locals. Our Local 459 in Lansing, Michigan, not long ago went to conventions and reported one vote. You know what that means; they had less than 100 members. In 1986, they had moved that one vote to 7, with an average membership of 700. Their last report showed a membership of 1441. Just about doubled.

I'm pretty sure Lansing hasn't changed, the union busters haven't gone away, and they didn't suddenly win the lottery. It's very simple. The leaders of the local union realized if they didn't organize, the local would cease to exist. They also knew it was not fair to their members if they failed to have an impact on area wages rates as a result of collective bargaining.

Working with the International office and with dedicated members they set out on an aggressive organizing program and doubled their membership. They hadn't stopped. They called me a few days ago to report they had an NLKB election for the more than 200 people working in North East Mental Health. These employees won when they voted yes for Local 459 in that election. Theirs is not a unique story.

An aggressive dedicated group of union officers in Local 57 in Montreal have continued to report steady growth, organizing group after group of financial employees in the province of Quebec. Our locals 15, 434, and 57 in Canada represent more banks and financial institutions than any other labor organization. Local 57 just recently opened a branch office in the City of Quebec in order to continue their organizing efforts.

I attended a membership meeting of Local 12 in Minneapolis-St. Paul a few weeks ago. It was a very rewarding night. Not only did I learn that the local was planning an organizing program, but after the meeting was concluded I attended a class being conducted for approximately 20 members on the ONE-ON-ONE program. This program uses rank-and-file members to meet with other members, learning the needs of these members, and it gives them a chance to explain union programs to them.

Our Local 8 in Seattle, Washington, is another success story. There a group of dedicated trade unionists, undertaking campaign after campaign, have brought the benefits of collective bargaining to the unorganized. They have entered and been successful in organizing new fields on behalf of our health care workers.

I can assure you that in not one of these locals has the union's function of servicing suffered. If anything, servicing has improved because of the involvement of most members of the union.

Yes, all of this might be true, but we really do not have enough money to organize. But you're right, there can be some expense involved. Those of you that attend these functions know that a financial assistance program was approved to enable locals to undertake organizing campaigns. Monies are available to rank-and-file members who participate in developing organizational leads, and monies are available to offset the costs to the local.

In these locals and others there is one common thread: dedicated officers and an active membership working to build their local unions. We should reach out to the many people in our locals who are just waiting to be asked to help. If we ask, they will be our greatest assets in telling the OPEIU story.

We should ask ourselves if it is being done by other locals, why can't we do it? The International office is ready to do what we can to help.

Bergen court clerks
(Continued from page 1)

vision care benefits.

The court clerks were also concerned about changes in the New Jersey judiciary which have left their status unclear. A 1986 court case in Passaic County attempted to resolve the issue of whether the county or the court was the actual employer, but in Bergen County the question was muted by the court's attempt to shift jurisdiction to suit its needs. In addition to settling the two-year-old bargaining stalemate, Business Manager Patrick Fally said Local 92 is resolving the employment status of the court clerks.