



WHITE COLLAR

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

No. 436

July-August-September 1990

Samaritan Hospital employees win Local 23 representation

Local 23 has embarked on an aggressive organizing campaign which has resulted in their first victory at Samaritan Hospital in Moses Lake, Washington. The new bargaining unit, which includes service and maintenance, clerical, technical and professional health care workers, voted by more than a 70% margin for OPEIU representation.

When Local 23 Organizer Marcia Petersen first received the call from the interested employees, she had no idea where Moses Lake was. Yet, she was immediately on her way through snow-covered mountain passes after hearing the hospital workers' story and of their strong desire to unionize.

An organizing committee of 26 workers was set up. It was this committee to which Petersen credits the success of the campaign.

As they progressed, the International Union was called for assistance, and International Organizer Donna Shaffer was sent to help.

Shaffer, too, could not praise the organizing committee enough. "Their energy and dedication never wavered. They spent many hours on various shifts holding individual, departmental, home, group and committee meetings. The committee carried 'Union Yes' bags full of organizing assignments," she said.

"This committee truly worked for union representation. They put their faces on leaflets, their issues in print, and stood up for their rights," Shaffer reported. "When the media wouldn't publish our news articles, the committee brought leaflets directly to the public at shopping centers. They made sure they learned that the hospital had used public funds to hire a union buster," she continued.

Management's frustration surfaced as it developed an "employee action group" to undermine the organizing efforts. A large raise was given to all workers, including probationary. When these measures didn't work, they turned to threats and worse, Petersen reports. A five-year employee from the union's organizing committee was fired, she said.

The organizing committee immediately began a "food drive" for the ousted worker. Local 23 members from Tacoma generously donated money to help this employee. The Local is currently in the process of fighting to win back this employee's job, plus all backpay.

Meanwhile, negotiations are beginning for a new Local 23 contract, led by Local Business Representative Judy Zenk. "This has been some campaign! The organizing committee at Samaritan Hospital is the kind of committee all local unions dream about," Zenk said.

This is Local 23's first attempt to organize in this part of the State. "The door is open now," Zenk says, "to getting the union message out to other unorganized workers in eastern Washington. Local 23 will be surveying this area closely!"



Pictured here are 20 of the 26 hard-working organizing committee members at Samaritan Hospital in Moses Lake, Washington. Due to their efforts, the hospital employees handily won OPEIU Local 23 representation.

Local 3 organized the homeless shelters

On May 23, 1990, non-managerial employees at two homeless shelters and a senior center under the umbrella of the Episcopal Community Services voted by a 72% margin to have OPEIU Local 3 represent them. The group consists of employees who work in such jobs as social workers, shelter monitors, job developers, teachers, drivers, cooks, janitors, laundresses and office workers. Over 89% of the employees turned out to vote.

Senior Business Representative Nancy Wohlforth and Business Representative Diana Volpini-Allen have worked with this group since January. Following their very first contact with the union, the group formed an in-house committee with representation from almost every job category within the agency. The committee met weekly on Saturdays with the union representatives and within six weeks had more than enough union authorization cards signed to petition the National Labor Relations Board for an elec-

tion, Wohlforth said.

This election is a monumental achievement for workers dealing with the growing problems of homelessness in the San Francisco Bay Area. This is the first such group to be organized by a union in the Bay Area.

The group approached the union because of the need for an impartial grievance procedure, job security and equal treatment, health and safety standards and because they believed that they were being taken advantage of by the non-profit system which thrives on the altruism of its workers.

The main division of ECS serves two shelters for the homeless. One shelter was established after the October 17 earthquake with Red Cross funds; and now, because of the enormity of the homeless problem, it is a permanent residence for over 200 individuals per day. Both shelters are 24-hour opera-

(Continued on page 2)

Scholarship application—See page 7

Juan Alvarez—Hurricane Hugo

by Gwen Wells, Local 153

"It gave me a wonderful feeling being there. The people were so very friendly. They had nothing but wanted to give us everything, to feed us and take care of us. I've never been so moved," said OPEIU Local 153 Executive Board Member Juan Alvarez when he returned from Puerto Rico. Alvarez was sent to the island by Local 153 to work as volunteer following the aftermath of Hurricane Hugo.

"I wasn't sure what we would be facing when we first arrived. I was enlisted to work with two New York City policemen, also volunteers, on recordkeeping. That is, we had 250 cases. We had to register people at the center, determine who had lost houses, what their losses were. Then we had to find them resources—food and shelter," Alvarez reports.

"Our day began at approximately 7:00 a.m. and ended at 6:00 p.m. or later. We made home visits to determine the losses and needs of the people. It was extremely sad, especially to see the elderly who couldn't travel to register and receive new shelter. Many lived in one-room, wood-framed houses with corrugated roofs and sides," he continued.

"I am very thankful for the opportunity the Local gave me to help in this crisis. I enjoyed the experience and learned a great deal. And, the last night the mayor of Yabucoa, Puerto Rico—where we were stationed—threw a party for us. I hated to leave," Alvarez concluded.

It would seem Puerto Rico and the Red Cross hated to see him leave as well. All reports of his efforts are as glowing as the following in a letter from the American Red Cross:

Juan proved to be an invaluable member of our relief team and performed his duties with skill and accuracy as well as with a sensitivity to the feelings and needs of the people we served. Although he was new to Red Cross work, he was able to quickly master the procedures and requirements and to implement them efficiently, fairly and, most importantly with compassion. Being bilingual, Juan was able to establish an important link with the people that helped all Red Cross staff to work more easily with local volunteers as well as the disaster victims themselves. In addition to managing his own workload he was frequently interrupted to serve as an interpreter and troubleshooter. It was essential to the success of the operation to have stateside staff who were bilingual, and far too few of us had this skill.

Juan conducted scores of home visits to assess the damage done to property by the storm so that we could determine the actual losses people sustained. He demonstrated excellent observational and documentation skills in his case records, and his resourcefulness and perseverance in locating individuals in rugged terrain with questionable roads and no street names (much less markers) was outstanding.



He worked long hours seven days a week with a cheerfulness and flexibility that helped buoy up other workers.

The Red Cross informed Michael Goodwin, Local 153 secretary-treasurer, that Juan gained the respect and cooperation of everyone—staff and victims—created a "positive image for the Red Cross." It concludes with:

Juan was an excellent role model of the kind of dedication, caring, and diligence the public expects institutions of higher learning to instill in their students, and therefore is an excellent representative of Pratt Institute and its commitment to volunteerism and community support. It was a pleasure to work with him . . .

OPEIU and Local 153 in New York City are more than proud of our representative in these relief efforts. We could not have found a better, more caring and dedicated individual to represent us and to assist in the disaster relief than Juan Alvarez. We salute him in this Wanted Poster.

(Gwen Wells, managing editor of White Collar, submitted the above article and asks that the \$25 bounty be used in any future disaster relief.)

The damage Hugo wrought



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 Gwen Wells for the article submitted here.

Happy hunting, bounty hunters.



Local 3 organized homeless shelters (Cont. from page-1)

tions that provide a full range of services from job counseling to teaching programs aimed at enabling the homeless to become self-sufficient. Many of the new members of Local 3 were, in fact, residents of these shelters prior to obtaining jobs within ECS itself.

The other major component of ECS, Canon KIP, began as a settlement house in 1894. It now provides programs for seniors at risk and homeless seniors. The program consists of case and money management, social and recreational activities, lunch, transportation and support services. All these services are provided by our new members who have special training and skills in senior needs.

The success of the organizing drive is the result of the dedication of the members in the in-house committee, Wohlforth said. Not only did they hold weekly meetings with the union but they authored and signed leaflets that were given to the other employees. Together with the union representatives, they hosted two open houses where all employees were welcome to come ask questions and have an opportunity to socialize.

Negotiations are set to begin. A bargaining committee has been elected and contract proposals drafted. Local 3 is now moving ahead to organize other non-profits in the Bay Area.

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

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Work and Health
by Press Associates, Inc.

Maternal and Child Care

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

Director, Western Institute for Occupational/Environmental Sciences

One of the biggest health-related issues that will affect millions of working men and women over the next few years is that of maternal and child care in the work force.

How we handle this issue will touch America in several ways: How people work, how they are compensated, and how they—or someone else—will take care of their children.

It can change the way family assistance and health care dollars and resources are allocated.

It will test the leadership of unions, businesses, governments at all levels, the health care industry and communities at large to assure a healthy and competent labor force for the worldwide competition in the remaining decade of this century.

That's a tall order. But demographic trends over the last several decades show why the issue is so important.

Since World War II, the percentage of women in the labor force has been increasing steadily. In 1948, women over the age of 16 accounted for less than one-third of all workers.

By 1988, this rate of participation had risen to 56.6 percent. And by the year 2000, women are expected to account for 63 percent of the net growth in the nation's work force.

Along with the increase in the number of women in the labor force have come changing attitudes about motherhood. Twenty-five years ago, most women who worked outside the home were clustered in two main age groups—20 to 24, and 45 to 54 years of age. Most of the women in the in-between years were busy raising families.

By 1989, more than 14 million women between the ages of 20 and 44 were holding jobs, according to the Labor Department's Bureau of Labor Statistics. Eight out of 10 are expected to become pregnant during their work lives.

Women today are waiting longer to start families than they were a generation ago. According to the Dept. of Health and Human Services, first births to women in their thirties quadrupled between 1970 and 1986, with the most dramatic increase among women between the ages of 35 and 39.

More women are continuing to work while they are pregnant, to stay on the job closer to delivery, and to return to work within several weeks of childbirth.

That's a general idea of the problem. What's being done to take care of it? Not nearly enough—so far.

In 1988, the Labor Dept. says only 4 percent of U.S. workers were eligible for employer-subsidized child-care benefits. That was up from only 1 percent in 1985.

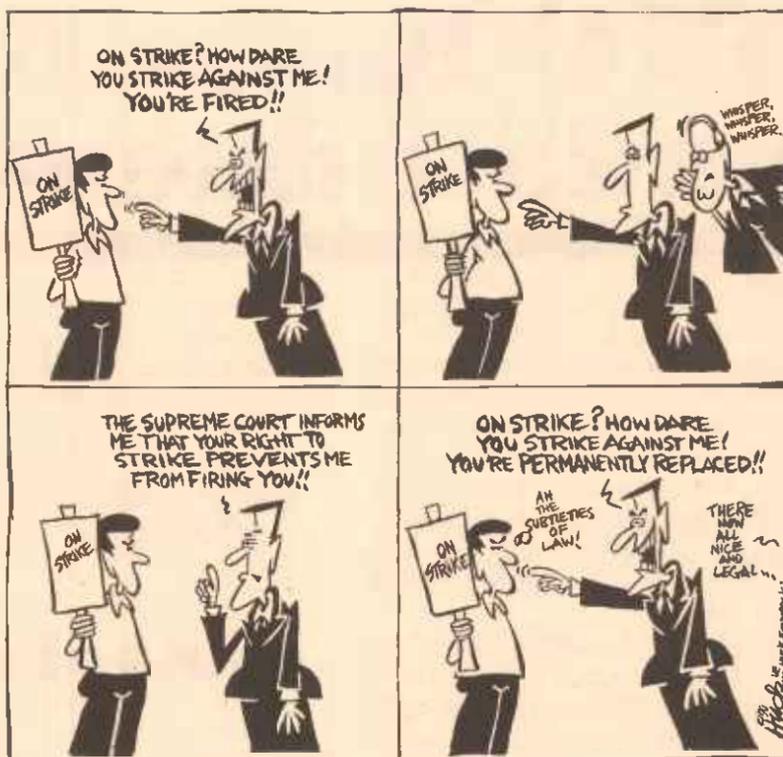
A study by the U.S. Census Bureau reported that more than 29 million children—9 million of them younger than 5—spent a portion of the day in a second home. That arrangement cost families more than \$14 billion in out-of-pocket expense in 1986.

The average weekly payment for child care was about \$45 per week, or 6 percent of the family's monthly income.

Child care is no longer a "women's issue" in light of the sharing of parental responsibilities, particularly in families where both mother and father work. A Washington health conference recently noted that many fathers are turning down promotions and transfers because of family and child concerns.

Supervisors who are insensitive to these concerns can increase the level of stress and psychosomatic complaints of working fathers, according to a study by Bank Street College of Education in New York City.

America has its work cut out for it. The stakes are high—no less than our very future.



Washington Window

Tax the rich to pay for S&L bailout

The more Americans learn about the savings and loan scandal and the ballooning price tag of the government bailout, the angrier they get.

What some are calling the scandal of the century eventually will cost taxpayers as much as \$500 billion, according to the General Accounting Office, and even more, according to other estimates. No one really knows since much depends on the course of the economy, interest rates, and the timetable of the bailout.

Democrats and Republicans have been trying to capitalize on the scandal by blaming each other. Democrats correctly point out that the S&L mess came about as a result of the deregulation of the S&Ls under President Reagan in the early 1980s and that Reagan Administration officials ignored the storm warnings and the mounting evidence of massive fraud and abuse.

But Republicans answer that deregulation of the S&Ls was a bipartisan affair, with most Democrats going along. They note that the Democratic Congress wasn't especially vigilant in its oversight role, that the S&L lobby was generous in its campaign contributions to influential incumbents of both parties...

Democrats, in turn, called for a special prosecutor to probe the role of the President's son, Neil Bush, in the failure of a Denver savings and loan, which will cost taxpayers \$1 billion.

Leaders of both parties have demanded vigorous prosecution of culpable S&L officials. With music and fanfare, the White House staged a meeting with federal prosecutors which resembled a campaign rally and where President Bush vowed to hunt down the culprits and get some of the stolen money back for Uncle Sam.

That's a worthy goal and honest Americans will applaud as the feds pursue a complicated paper chase to track down the guilty. The money recovered will be welcome although it will be a relative pittance since most of it has been spent, lost on speculative S&L ventures, or disappeared into Swiss banks.

A solution for the savings and loan debacle that is both workable and fair may lie in a proposal by Citizens for Tax Justice (CTJ), a non-partisan coalition of labor, public interest and grassroots citizens groups.

CTJ proposed a 7.5 percent surtax on the unearned income of the wealthy and corporations to pay for the bailout without burdening

middle-income taxpayers. "Most American families gained nothing from the S&L boondoggle of the 1980s. It wouldn't be fair to send them the bill for cleaning up the mess," said CTJ Director Robert S. McIntyre.

The 7.5 percent bailout tax would apply to corporations, and to interest, dividends and capital gains in excess of \$7,500—affecting only individuals with income-producing assets greater than \$100,000 as well as total income in excess of \$100,000.

Fewer than 5 percent of American families would be affected by the surtax, and most of an estimated \$23.4 billion collected in the first year would come from the nation's richest 1 percent.

McIntyre said the rich got richer from the S&L deregulation, which afforded them the high interest rates that contributed to the thrifts' financial drain.

He also noted that the types of unearned income that would be subject to the S&L bailout fee grew sharply in the 1980s, while workers' wages lagged far behind. Interest income grew by 106 percent; dividend income increased by 49 percent; and capital gains income rose by 109 percent, he said.

As shares of total personal income—interest, dividends and capital gains jumped from 14.8 percent to 20.7 percent during the decade while wages' share of income dropped from 62.1 percent to 57.8 percent, McIntyre said.

He said "it makes sense to include a corporate surtax as part of our bailout plan because the leveraged buyouts, takeovers and stock buybacks of the 1980s, financed in large part by junk bonds purchased by rogue S&Ls, reduced corporate tax payments far below what the 1986 tax reform was supposed to produce."

Legislation along the lines of CTJ's plan has been introduced by Rep. Joseph P. Kennedy II (D-Mass.). This proposal provides an excellent opportunity for politicians of both parties to score points with the electorate and strike a blow for fairness at the same time.

As McIntyre put it, "It's time for those who benefited from the boom in unearned income and the financial excesses of the 1980s to pay something back. The rich should fund the clean-up of institutions that primarily benefit them—just as working Americans were asked to pay higher payroll taxes to bail out the Social Security system" in the early 1980s.

OPEIU hosts first Western Canada education conference

The first regional education conference for Western Canada proved to be a rousing success, according to evaluations from participants. (See box for sample responses.)

The conference, which took place May 24 and 25, 1990, focused on developing communications skills. Delegates, meeting in Vancouver, British Columbia, honed their skills in one-on-one, small group and large audience communications.

June McMahon from the Labor Research and Education Center at the University of California at Los Angeles and Margaret Hallock, Director of the University of Oregon Labor Education and Research Center, led discussions.

Hallock also briefed participants on pay equity, an important issue in Canada (as well as the United States). Pay equity was then used as the issue in small group discussions, where participants developed contract proposals around it. Working within specified roles, delegates observed first hand group dynamics, the need for compromise, and the effects of hidden agendas.



Photo by Paula Stromberg
Margaret Hallock from the University of Oregon leads discussion on pay equity at the Western Canada Conference.

Many also chose pay equity as the issue for their large audience presentations, as they attempted to persuade their audiences of the issue's merit or reported developments in the area to the audience. They were useful exercises for all.

Joan Smallwood, New Democratic Party member of the Legislative Assembly, addressed the gathering at a luncheon. John Kelly, OPEIU International President, reported on the state of the union as well as the union's legislative agenda, which includes pay equity, fighting the general sales tax, prohibition of the permanent replacement of strikers, family leave and child care and national health care in the United States.

Those attending represented a cross-section of Canada. They came from Locals 15 (Vancouver, British Columbia), 225 (Ottawa, Ontario), 378 (Van-



Photo by Paula Stromberg
Joan Smallwood, NDP member of the Legislative Assembly addresses delegates.

couver, British Columbia), 379 (Calgary, Alberta), 397 (Regina, Saskatchewan), and 491 (Ottawa, Ontario).

Attending for the International Union were President John Kelly, Vice President Anne Harvey, and Education Director Gwen Wells.

Delegates surprised Opal Skilling, President of

OPEIU Local 15, with a cake and presents on achieving 30 years with OPEIU. As President Kelly said, her example is an inspiration for all of us.

OPEIU International Vice Presidents Emeritus Fred Trotter and William Wittal joined the conference for the luncheon.

Canadian conferees at work



Photos by Paula Stromberg

Delegates laud education conference

Following are remarks from participants concerning the Western Canada Conference. They provide praise and suggestions for improvements.

Group participation was excellent, as were the instructors.

Presentation, agenda, speakers all were excellent. Very friendly, very informative, very knowledgeable. All information relevant and will be utilized by myself in the future.

Conference should be longer. Too much for only two days.

Needed an opportunity to come up with plan for putting these skills into action at our locals.

Well organized, well presented—very professional.

I would have liked some focus on visual aides and dealing with difficult members.

Roleplaying techniques were very helpful. Need more of it.

I cannot describe how much I learned and how much fun it was learning from two such learned women.



OPEIU Newsmakers • OPEIU Newsmakers • OPEIU Newsmakers



Boehmer receives labour college scholarship

Judy Boehmer, recording secretary for OPEIU Local 397 in Regina, Saskatchewan, was the recipient of a \$6,000 scholarship from the Saskatchewan Federation of Labour to attend the residential program of the Labour College of Canada at the University of Ottawa.

Boehmer was successful in receiving this scholar-



Judy Boehmer

ship because of her dedication and hard work for the members of the union through her local OPEIU activities, as well as involvement with the Regina and District Labour Council, the SFL, the Canadian Labour Congress, and for working people through the New Democratic Party.

Congratulations to her for this well-deserved labour education.

Martin retires from Local 277 after 38 years.

Norma Martin, a charter member of Local 277 for 38 years and secretary-treasurer for 28 years, retired from the Fort Worth, Texas local union June 4, 1990.



Norma Martin

She became active originally in an organizing drive at the General Dynamics plant in Fort Worth. General Dynamics manufactures the F-16 fighter planes.

In 1952 Martin officially became a charter member and served as a departmental committee person for many years. In 1960 she was elected recording secretary, and in 1962 she became secretary-treasurer—a position she held until her retirement.

She has served as a delegate to central labor councils, to OPEIU International Conventions, and been very active in the affairs of the Texas AFL-CIO, reported International Vice President J.B. Moss.

According to Moss, Martin helped develop Local 277's Voice of the Electorate program—one of the most successful programs in the International Union for political contributions. She also helped build the membership of Local 277 from 500 members to the approximately 3,000 they have today.

When asked what she planned to do in her retirement, traveling and community service topped the list of activities.

Margo Peel will replace Martin as secretary-treasurer.

International President John Kelly wished Martin well in her retirement. "I have worked with Norma

over the years and know exactly how much of a loss her departure will be both for Local 277 and the International. But, the retirement is well deserved. We wish her health and happiness," he said.

Jarvis named outstanding woman in West Virginia

Margaret Jarvis, a member of Local 67 in West Virginia since 1972, was recently named an outstanding woman in West Virginia in the field of labor by the State Women's Commission.



Margaret Jarvis

Jarvis is currently the director of Volunteers in Politics for the West Virginia AFL-CIO. She began her career as a clerk typist and joined Local 67.

She says her first union involvement was over a dress code in the office. "At the time I didn't know what a labor movement was. I didn't know what a union was. But the job steward asked me to help stop management's program and I did. That was just the beginning," she said.

The simple effort of challenging the proposed code, combined with all the other employees in the office, helped to prevent a dress code and began Jarvis' long involvement in workers' rights.

She quickly rose through the ranks of the local, serving as job steward, secretary-treasurer and trustee.

In 1981 she was named the director of Volunteers in Politics (VIP) for the AFL-CIO. Jarvis' job includes coordinating all efforts of union members to affect political issues and candidates in the State.

As the VIP director, Jarvis has made a name for herself by pioneering innovative ideas in West Virginia.

Jarvis' most recent project was a four-page, 15-question questionnaire to determine which politicians the State AFL-CIO would endorse in the election.

Jarvis has obviously made a name for herself and made OPEIU proud.

Retiree Kubicki remains dedicated to others

Ed Kubicki, former business manager of Local 9 in Milwaukee continues to keep active helping people even though retired. "It's always been obvious to us that he possessed a strong dedication to people as witnessed by his work at OPEIU," said International President John Kelly.

Kubicki now serves as president of Solidarity, a group established to send material goods and moral encouragement to the continuing Solidarnosc labor movement in Poland, as well as sending young people to college.

He says some of his most rewarding work is through Catholic Golden Age Chapter, which whom he helps prepare food for distribution to the needy. Kubicki sums it up by saying, "I enjoy making peo-

ple happy and that is why I accepted a fourth term as president of our CGA chapter."

If that is not enough, he is a member of the St. Vincent de Paul Society for whom he manages a thrift store.

Tuckwood wins election as Local 378 president



International President John Kelly appears here with Local 378's new President Ron Tuckwood.

Ron Tuckwood was elected as President of OTEU Local 378 in Vancouver, British Columbia. He succeeds former President Anne Harvey, who had been in that office since 1984.

Tuckwood, an electrical service planner at British Columbia Hydro's Abbotsford office, has spent 12 years in various elected positions in the local union. Until his election as president, he served as secretary-treasurer.

Tuckwood has dedicated himself in the upcoming term to make constitutional changes to bring the membership and officers closer. In addition, in cooperation with the International Union, he has undertaken a very positive "Union Yes" program to educate the general public about the benefits of union membership.

Local 378 represents more than 7,500 employees in the insurance industry, public utilities, transportation, colleges, and the private sector.

Local 32 elects new officers



Pictured here are the newly elected officers of Local 32 in Newark, New Jersey. From left-to-right are Edwin Andrews, R. Joy Crane, Rosemary Invidiato, Faye Cappaze, Adele White Eutsey, Gloria Phipps, Edward Andryszczyk, Mary Armour, Patrick J. Tully, Vivian Chester, Leonard Judd, and Curtis Stalks, Sr., who are being sworn into office by International President John Kelly.

WINNERS

Scholarships help families



Award winner: Lara M. Baker
OPEIU member (relation):
Deborah M. Biggs, mother
Local 2, Washington, DC
School attending: Cornell University



Award winner: Richard R. Barry
OPEIU member (relation):
Ralph F. Barry, Jr., father
Local 600, Boston, Massachusetts
School attending: University of Massachusetts—Amherst



Award winner: David K. Chun
OPEIU member (relation):
Sookyung L. Chun, mother
Local 2, Washington, DC
School attending: Johns Hopkins University



Award winner: David J. Hirsch
OPEIU member (relation)
Peggy V. Hirsch, mother
Local 2, Washington, DC
School attending: Johns Hopkins University



Award winner: Jonah M. Hirsch
OPEIU member (relation)
Peggy V. Hirsch, mother
Local 2, Washington, DC
School attending: The University of Chicago



Award winner: Melissa A. Humenick
OPEIU member (relation)
Evans J. Humenick, father
Local 277, Fort Worth, Texas
School attending: College of the Holy Cross



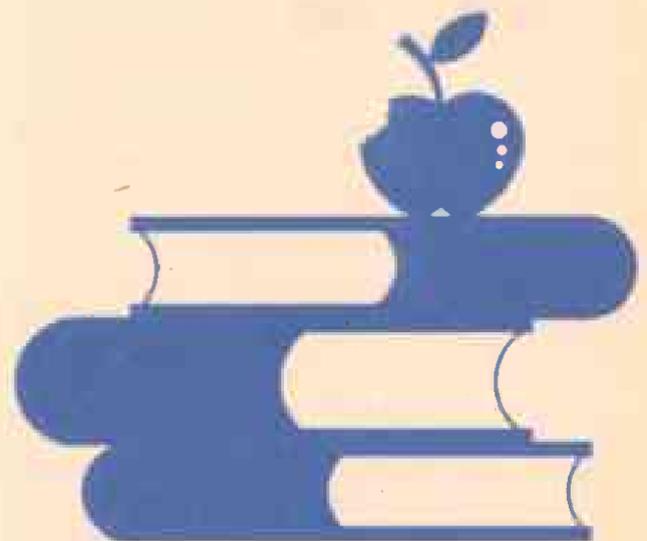
Award winner: Bradford J. Lee
OPEIU member (relation)
Lai Ping Lee, mother
Local 153, New York, New York
School attending: Queens College



Award winner: Joseph M. Zapotosky
OPEIU member (relation)
Barbara J. Zapotosky, mother
Local 502, Oberlin, Ohio
School attending: The Ohio State University



Pictured above are the OPEIU Scholarship Committee. Left-to-right they are Professor Grace Palladino, OPEIU Secretary-Treasurer Gilles Beauregard, Dr. Leonard Cain, Ulrike Cordes and Professor John R. MacKenzie.



The OPEIU 1990 Howard Coughlin Scholarship winners appear above. It is our hope that these grants will help defray the costs of an increasingly expensive college education for our lucky OPEIU families.

The winners were the best of an impressive group of applicants. We congratulate them on their well-deserved scholarships.

And, it is still not too late to apply for 1991 scholarships. Details and regulations for the contest appear on the facing page. Good luck to all applicants.

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 an 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.

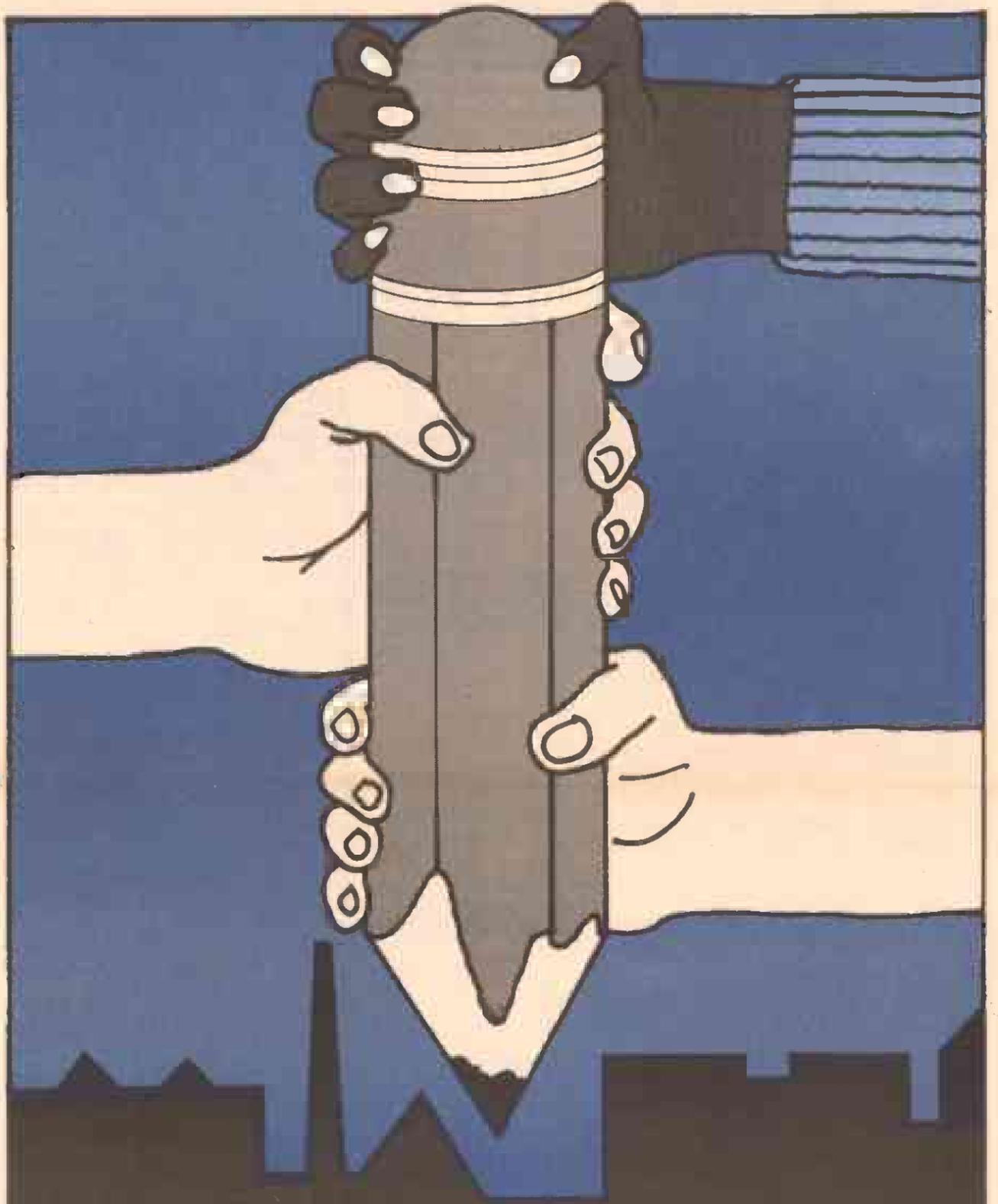
All requirements are due at the Secretary-Treasurer's office no later than March 31, 1991.

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

Call for Canadian address (202) 393-4464.



Do union meetings have to be boring?

by John Kelly, International President

Why don't members come to the local union meetings? They don't seem to be interested in coming anymore. They don't want to listen to the minutes of the last executive board meeting or the membership committee. Of course they don't. People today with many responsibilities rarely want to come to meetings. To give up a night, meetings have to be made interesting.

With child care and other family responsibilities our locals can no longer rely on the spirit of trade unionism to get people to participate.

Let's see what we can do to make necessary changes. For example, meetings that start on time, should not drag on. Items must be handled in an expeditious manner, and minutes can cover issues without being overly wordy. We all have to learn to do that, myself included. But let's see. If we start meetings on time... We handle our minutes... But what about correspondence?

It is my belief that only the correspondence that is of direct interest need to be acted on or should be read. It is unnecessary to burden the audience by reading every single letter that has been received. We all know that a great deal of the letters we receive have little or nothing to do with our locals and have nothing to do with the membership. So maybe our recording secretaries should try a system of making the letters available at a central table where those who would be interested can read them.

I know locals that even do that with their executive board minutes. They are in a looseleaf book available for all to read. Now that we have sped up the process of the minutes and correspondence, what

could make a member interested in coming to a meeting?

A number of our locals arrange for interesting speakers. Perhaps even two speakers to debate an issue of general interest. Why not a speaker from the Red Cross to talk of the need to learn CPR? I believe that every group we have under contract should have at least one individual qualified to administer CPR. We can even tie in the regular CPR classes to be given in conjunction with the general membership meetings.

Why not a speaker on substance and alcohol abuse? Or, on safety and health in the workplace? Or, on programs for victims of crime?

I don't think that there are many locals in the International Union that can say that there is no member in the local that could not benefit from such programs. Not to mention, benefits the member's family might receive.

Speakers on child care and health care, are available and willing to address local unions. Local and city police departments have officers available to discuss personal safety and methods to prevent burglary.

Interesting debates can be arranged especially around election day.

Through the International Union our members have additional benefits available to them—like the OPEIU MasterCard with its reduced interest charge and no membership fee or the legal services program with its cadre of lawyers who give union members discounts on services or the travel program that offers the most economical fares for travel. Speakers are available on each or all of these.

OPEIU's Gary D. Kirkland

NW Natural Gas stockholders hear from union chief

Stockholders of Northwest Natural Gas Co. heard how a revolutionary "Joint Accord" labor/management collective bargaining agreement has helped the company boost its profits and increase productivity over the last year.

Addressing the shareholders meeting for the first time was Gary D. Kirkland, OPEIU International Vice President and Secretary-Treasurer of Local 11 in Portland, Oregon. Kirkland said the Joint Accord, a new three-year labor contract, has provided more productivity and profit opportunities for the Portland-headquartered company at the same time it is experiencing record numbers of new customers, total customers served and gas distribution.

The collective bargaining agreement, presents concise, simplified language that allows employees to participate in the decision-making process and provides them an overall hand in the future direction of the gas company.

A key to the accord was development of an "issues resolution" process that takes the place of the traditional grievance procedure. The objective of the issues resolution process is to resolve a problem within 20 working days—and at the operating level.

Through the Joint Accord, labor and management also simplified the contract, crafting what previous-



Gary Kirkland of OPEIU Local 11 (left) explains joint accord to stockholders of NW Natural Gas.

ly was 126 pages of language for two bargaining units into one contract consisting of just 26 pages covering all 850 clerical and blue-collar workers. Other highlights of the contract include establishment of a productivity compensation program that provides cash awards based on achievement, flexible work schedules and employment security.

Kirkland said employees feel they now have more of a stake in the company since approval of the accord. "They are proud to be working for a company that they know will listen to them," he said, adding that shareholders should see continued growth in terms of customers and service throughout the 1990s.

In addition the International maintains a videotape library. Such tapes can be used to generate discussions at a local meeting on health care, video display terminal safety, striker replacement legislation, pension bargaining, and much more.

I am sure that all of us can think of other subjects that would enliven membership meetings. Subjects that are of interest to our members, subjects that could arouse their enthusiasm to attend our meetings.

The International is at present conducting a series of regional meetings for the officers of our locals on these very topics.

We can no longer rely on members to attend meetings because they should. We must move our members into wanting to attend meetings because they are interested.

Goodwin elected to executive committee

OPEIU Vice President Michael Goodwin has been elected to the prestigious executive committee of the New York State AFL-CIO at its convention held August 27-29, 1990. The executive committee advises and consults with the executive officers on policy matters, finances for administration and legislative activities, and political education activities. The executive committee's 15 members are selected from the 50-member executive council representing the 2.3 million organized workers in the State of New York.

Goodwin has served on the executive council as a vice president since 1985.



After his election to the executive council, International Vice President Michael Goodwin appears with New York State Secretary-Treasurer Gail Schaefer and NYS State Federation President Edward Cleary.

U.S. Price Index

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

1988	Old*	New*
August	350.7	117.7
September	358.0	118.5
October	364.2	118.9
November	354.6	119.0
December	355.0	119.2
1989		
January	356.7	119.7
February	358.0	120.2
March	360.0	120.8
April	362.9	121.8
May	364.9	122.5
June	365.9	122.8
July	366.3	123.2
August	367.0	123.2
September	368.3	123.6
October	369.8	124.2
November	370.6	124.4
December	371.1	124.6
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
June	382.1	128.3
July	383.4	128.7
August	386.9	128.9

Canadian Index

Statistics Canada
New Base 1981 = 100

1988	1989
June	143.6
July	144.5
August	144.9
September	145.0
October	145.7
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
April	156.4
May	157.2
June	159.2**
July	159.8

* 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.

** The official time base of the CPI for Canada is changing from 1981 = 100 to 1986 = 100 beginning with June 1990

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.