



WHITE COLLAR

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

No. 437

October-November-December 1990

A busy 1990 education season winds to a close

Improving communications skills and leadership training remained the popular focus of the balance of the OPEIU regional education conferences for 1990. From the East to the West Coast, officers, staff and shop stewards turned out for training sessions to improve their abilities to lead and represent OPEIU members.

One-on-one communications, small and large group communications, listening skills, the ability to compromise and reach consensus, organizing and preparing speeches, leadership styles are just a few samples of the topics covered during the two and one-half day programs.

In learning communications skills, groups frequently used as a focus for discussion the health care crisis and need to bargain language to protect our members' benefits. In some conferences, video-taping participants was used to critique skills.

At all conferences a special program on "core dues" was offered by the International Union. "Core dues", or that portion of dues used for collective bargaining and representational purposes, has become more technical in definition and more complicated to administer. OPEIU Counsel Joe Finley led discussions of this concept at each of the regionals. Because of the complexity of the issue, OPEIU has decided to hold a longer session on the subject, possibly at the 1991 Full-Time Staff Conference.

At the Erie Conference an additional session—Financial Reporting Requirements for Secretary-Treasurers and Trustees—took place. In 1988 all other regional conferences were offered such a program. Because Erie had missed it and because



Delegates at North Central Education Conference sent President Bush a message during his visit to Cincinnati: We will fight for civil rights legislation and tax policies that are fair to all working Americans.

of its obvious importance, the subject was offered this year.

Participants respond

Just a few of the comments on the conferences included the following:

The conferences have evolved to a level of excellence. I can't see how that could be improved.

Instructors were excellent and entertaining—never gave us a reason to get bored or

(Continued on page 4)

The Daily News today; OPEIU members tomorrow

There's a lot at stake in the *Daily News* strike in New York. And, it could be our own jobs and working conditions.

Too often we've seen labor disputes—PATCO (the air traffic controllers), Continental and Eastern Airlines, Greyhound—spill over into other industries and give other managements' the courage and arrogance to act with impunity.

No management, like that at the *News*, can be allowed to treat its employees with no more compassion than one would give the furniture.

By intimidation and provocation they forced their workers on strike with the objective of crushing the unions. Then they hired gun-toting, union-busting security guards to intimidate the men and women who have given their years, sweat and loyalty to making the *News* the most

(Continued on page 7)

How you can help

National Bank of Washington fires Local 2 members

The following story appeared in Local 2's newsletter The Reporter. Read it to understand how insensitive and heartless a corporation can be and—most important—how you can help these members fight back and get back on the job.

FDIC cancels contract

On August 10, 1990, more than 325 Local 2 members at the National Bank of Washington (NBW) lost their jobs, severance pay, accrued vacation leave, and all rights under their union contract. This resulted when the Federal Deposit Insurance Corporation (FDIC) declared the Na-

(Continued on page 7)



Local 2 members picket the National Bank of Washington

Virginia O'Neill—50 years of service

by Sandra Wilson and Doris Maxwell, Local 2 Stewards at PRMMI

One member of OPEIU Local 2 is celebrating 50 years of service in the maritime industry. Member Virginia O'Neill is marking her sixteenth year working for Puerto Rican Marine Management Inc. (PRMMI), but half-a-century in maritime, as well as over 25 years with OPEIU. O'Neill currently works as a senior sales clerk in the Baltimore office of PRMMI.

One coworker said, "Ginny has always been recognized as 'Miss Baltimore' to us. There has never been a finer, more dedicated or more knowledgeable employee than she. I have always said that if you ever feel down in the dumps, pick up the phone and call Baltimore. . . and when Ginny answers the phone and says hello, in the way in which she says it, it brings you right back up."

Many others expressed similar feelings at a special dinner given for O'Neill by her friends and long-time coworkers in Local 2. At Angelina's Restaurant union members from PRMMI and SeaLand, where she previously worked, were on hand to wish her well and to present her with gifts.

PRMMI threw a luncheon in O'Neill's honor in the Baltimore office. Flowers and cards arrived from other offices, clients and friends.

Coworkers in the Baltimore office presented her with a beautiful Waterford crystal clock; and another gift certificate.

In recognition of her 50 years of service, the company is providing her with a trip to San Juan, Puerto Rico, which she plans to take in November.

In addition to the gifts she received from Local 2 and PRMMI, she received an official citation signed by William Donald Scheafer, Governor of the State of Maryland, recognizing her for her



50 years of dedicated service in the transportation industry—accompanied by 50 yellow roses.

When asked how she feels about her 50 years, O'Neill replied, "It's just flown by. I'm very fortunate to have been able to be a part of this industry for so many years. Each company has been great to work for, and I've particularly enjoyed meeting so many different people."

O'Neill began her career in transportation with Waterman Steamship Line, which was sold to Malcom McLean in 1955, and which later became SeaLand. When Navieras de Puerto Rico

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 Sandra Wilson and Doris Maxwell for the article submitted here.

Happy hunting, bounty hunters.

was created in 1974, Ginny O'Neill joined the Baltimore office staff in sales, where she has worked since that time.

Commenting on the industry, she remarked, "Things change daily in the shipping business; you just have to learn to roll with the punches."

And when asked if she has any advice for newcomers, she said, "Work hard, and enjoy the job you've got; really try to learn the business. Working and being out among people . . . keeps you young."

All those who have known O'Neill would agree that she represents what PRMMI's "Shining Star Service" is all about. *Pleasant, courteous, helpful, responsible, dedicated, enthusiastic*—these are all words that have been used to describe Virginia O'Neill, Local 2 member and senior sales clerk in Baltimore.

We all congratulate O'Neill on her 50 years of service.

OPEIU mourns Vice President Emeritus Morton

Office & Professional Employees
International Union
Local 277
AFL-CIO

J. B. MOSS
President-Business Manager

RONNIE JONES
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MARGO PHEL
Secretary-Treasurer

September 12, 1990

Ms. Gwen Wells
OPEIU, AFL-CIO
265 West 14th Street, Suite 610
New York, NY 10011

Subject: Frank E. Morton

Dear Gwen:

Retired International Vice President Frank E. Morton was born on July 6, 1908 and passed away on September 1, 1990.

Frank became involved in the labor movement during the 30's while working for Alcoa Aluminum Company. He was employed as an International Organizer and Representative of the Aluminum Workers Council and in the mid 40's went to work for the OPEIU and AFL jointly.

Frank's organizing activities included Alcoa Aluminum, Messine New York; Sandia Corporation, Albuquerque, New Mexico; General Dynamics, Fort Worth, Texas; Lone Star Arsenal, Texas; Texas; Michoud, New Orleans and others.

Frank moved to Texas in 1950 from St. Louis, Missouri and in 1959 became International Vice President of Region IV of OPEIU and served in that capacity until his retirement from the International in 1976.

Frank was a retired member of Local 277 and his expertise in the labor movement will be sorely missed.

He is survived by two sons, seven grandchildren and three great grandchildren.

Fraternally,
J. B. Moss
J. B. Moss
President-Business Manager

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Opeiu 277
afl-cio

Affiliated with International Educational Conference—Texas State AFL-CIO—Tarrant, McLennan and Dallas Central Labor Councils



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.

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Managing Editor

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Work and Health
by Press Associates, Inc.

Cold Weather Health Tips

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

Director, Western Institute for
Occupational/Environmental Sciences

Here's a reminder of some common sense things you can do to take better care of your health when you work outside in cold weather:

Always dress properly for any winter outdoor activity. You'd be surprised at how many people overlook that simple precaution. Frostbite can be a danger if the wind-chill factor dips below zero and you aren't prepared for it.

Several layers of thin clothing will be more comfortable than one bulky garment. Natural fibers help to conduct perspiration away from your body. That minimizes the cold, clammy feeling. Make sure your clothes are roomy enough to let you move freely.

Your feet, hands, nose and ears are most vulnerable to the cold, so wear a hat, gloves and warm boots or shoes. For extra comfort and protection, wrap a scarf so that it covers your nose and ears.

If there's snow on the ground, remember that even on cloudy days snow reflects the sun's potentially dangerous ultraviolet rays which can damage the corneas of the eyes.

If you plan to be out in the snow for a long period of time, wear mirrored or polarized sunglasses and a hat or cap with a visor.

And snow, of course, brings up the subject of everybody's least favorite winter "sport"—snow shoveling.

Snow shoveling may seem simple enough, but it can be dangerous if not done properly. Some precautions should be taken. And everything already said about dressing properly applies to this activity.

Some other sober facts to bear in mind: Since snow shoveling requires muscle power and energy, people who are overweight or unaccustomed to vigorous exercise can be susceptible to heart attack.

Even if you're in good shape, it's safer to shovel at a leisurely pace, lifting light loads and taking frequent rests.

If you experience pain in the chest, upper abdomen, neck or arms; weakness; shortness of breath or nausea—get medical attention immediately.

Also see your doctor if you experience low back pain after shoveling.

To avoid back injury, always warm up before you begin to shovel. Avoid shoveling in the morning when discs are most vulnerable to injury.

Grasp the shovel near the blade and bend your knees slightly to be sure your legs and not your back do the lifting.

To help protect your back, alternate throwing the snow to the left and then to the right side.

After you've finished the chore, don't forget to do cooldown exercises for 10 to 15 minutes.

Do not smoke and do not drink beverages containing alcohol or caffeine before, during or following exposure to the cold. All of these substances can affect your circulation.

Finally, once you have cleared the walk and steps of snow, clean your boots thoroughly so that you don't track snow into the house. Not only will your housemate thank you, but melting snow can make floors slippery and could cause a nasty fall.



Washington Window

How will America respond to Japan's challenge?

In the 1970s, it was automobiles and steel. In the 1980s, it was high-tech industries such as consumer electronics, robots, computers, and machine tools. In the 1990s, the list includes supercomputers, commercial aircraft, and aerospace.

One after another, Japan has carefully set its sights on U.S. industries and pulled the trigger while the U.S. runs around the globe preaching the gospel of "free trade." Japan vows repeatedly to repent of its sins against free trade and open its domestic markets to U.S. products, but there is little change.

Meanwhile, U.S. industries are battered by Japanese imports, jobs are lost, and the trade gap widens: 60 percent of the growth of the soaring U.S. trade deficit of the 1980s represented trade with Japan. Each \$1 billion in the trade deficit translates into about 25,000 lost American jobs.

Moreover, America's declining industrial competitiveness and loss of technological leadership to Japan in a growing number of sectors poses a long-term threat to U.S. economic growth and living standards.

"There are now only a few high-tech industries in which the United States retains undisputed leadership over Japan. But even in these, Japan is gaining fast and may surpass the U.S. by the turn of the century in the absence of corrective action," according to a study released by the Economic Policy Institute.

The 48-page EPI study, "The Japanese Challenge and the U.S. Response," is especially noteworthy because it was written by economics professor Dominick Salvatore, a long-time advocate of free trade who has authored 20 books on international economics.

EPI President Jeff Faux said the changing perspective of Salvatore and other leading economists show that "the once-solid phalanx of support for the blind and rigid policy of indifference to the national interest under the guise of 'free trade' is beginning to crumble under the pressure of economic reality."

Salvatore describes how Japan protects its domestic markets while targeting the U.S. market to a far greater extent than other U.S. trading partners. While the U.S. trade gap with Europe has been narrowing in recent years, "the deficit with Japan has remained stubbornly in the neighborhood of \$50 billion a year," over 40 percent of the total U.S. trade gap, he said.

How does Japan do it? Salvatore describes the process:

- In the first stage, Japan restricts imports and foreign investments in the industry, coordinates acquisition of technology abroad, and provides subsidies and tax advantages to master and introduce new technology in the targeted industry.

- In the next stage, the Japanese government coordinates a massive expansion of industrial capacity facilitated by large availability and low cost of capital.

- In the third stage, the industry invades the world market, accepting very low profits or even losses while acquiring market share and continuing to improve technology and product quality.

- Finally, other nations, facing the prospect of demise in a major industry, restrict Japanese access to their markets, often with "voluntary export restraints," which grant substantial market share and ensure high prices and profits for Japanese firms.

So what is to be done? Salvatore would replace the current policy of verbal persuasion with strong, although temporary, retaliatory measures to resolve U.S. trade problems with Japan. Stressing that Japan is not solely to blame, he offers domestic remedies to restore America's competitive edge. He proposes:

- A multilateral import surcharge of 15 percent on specific manufactured goods in order to curb imports and increase U.S. bargaining leverage in trade negotiations.

- Removal of the impact surcharge once Japan opens its markets more widely to U.S. exports of manufactured and high-tech products and the bilateral deficit has been significantly shrunk.

- Government support for strategic domestic industries that have been targeted for export drives by Japan or other nations.

- Increased federal support for worker education and job training, and promotion of industry associations to develop and commercialize new technologies.

Congress has begun to take heed. Over White House opposition, it provided \$75 million this year for "high definition systems" (HDTV) research by the Defense Advanced Research Projects Agency, whose past work was crucial in building the U.S. computer and aerospace industries. Congress also provided \$36 million for the Advanced Technology Program under the Technology Administration, a new Commerce Dept. agency which Business Week called "a beachhead for those who favor a larger federal role in halting the competitive slide of U.S. high-tech industries."

A busy 1990 education season winds to a close

(Continued from page 1)

lose interest.

Great information I can use with members. Good presenters. Lots of useful handouts.

The program was very well put-together. The instructors were outstanding—allowed everyone input.

I would like to thank my Local for allowing me this opportunity to learn about myself, bargaining, and how to be a more effective steward.

Thanks for one of the most enjoyable conferences. Involvement is the key word.

Great workshop. Keep up the good work. I look forward to future workshops.

I was very impressed with this conference and was glad to be a part of it. It was very informative and a great deal of help to me, especially as part of an organizing committee. Thank you for including me. It is very greatly appreciated.

Of course, comments were offered on ways to improve the conferences as well. Of particular concern to the International is the level of attendance, which has dropped dramatically—chiefly due to finances. In his editorial International President John Kelly addresses this concern and indicates possible solutions to the problem.

Striker replacements

In his address to the participants at each of the conferences President Kelly emphasized the need to support legislation to prohibit the permanent replacement of strikers. He noted that the laws were meant to balance the right to strike and management's control of the workplace and production. There is no balance in collective bargaining if the strike is ineffective.

Delegates were especially moved after seeing the videotape "One Strike and You Are Out" in which workers relate their tragic experiences in strike situations where permanent replacements were hired.

North Central Conference

The North Central Regional Education Con-

ference took place September 12 to 14, 1990, at the Radisson St. Paul, in St. Paul, Minnesota.

Discussions on leadership style were led by Tony DeAngelis from the Labor Education Service (LES) at the University of Minnesota. Larry Casey supervised the sessions on communications in committees while Kenneth Gagala led discussions on internal organizing (one-on-one communications). Both Gagala and Casey are from LES.

The following local unions attended from the region: Locals 12 (Minneapolis/St. Paul); 28 (Chicago, IL); 35 (Milwaukee, WI); 39 (Madison, WI); 95 (Wisconsin Rapids, WI); 391 (Chicago, IL); 444 (Galesburg, IL); 498 (Cudahy, WI); and 787 (Milwaukee, WI).

OPEIU International President John Kelly, Vice Presidents Carolyn Combs and Michael Walker, Education Director Gwen Wells and Business Representative Rosanna Knickerbocker attended for the International Union.

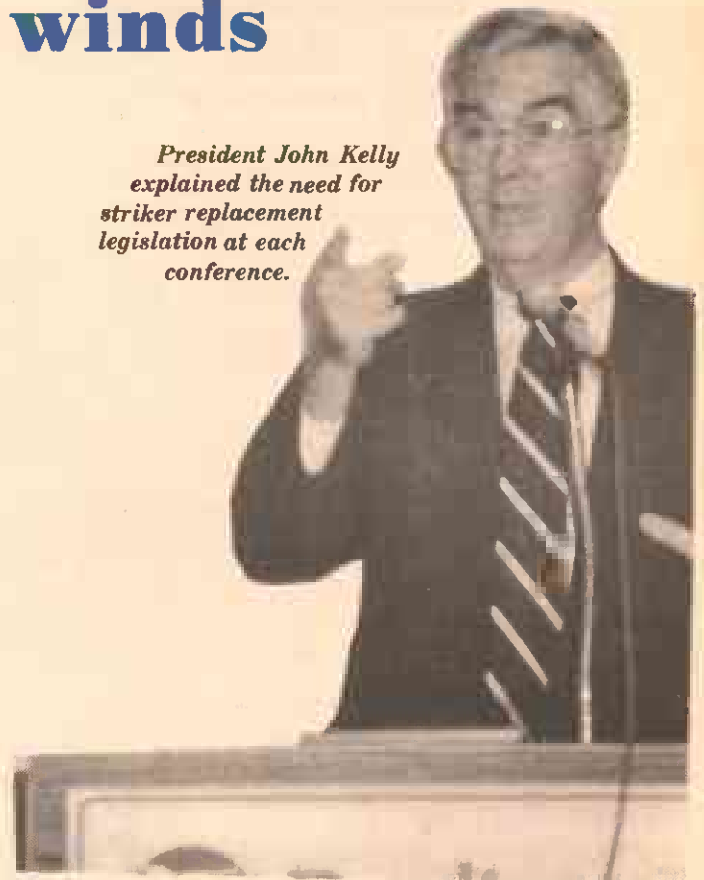
Northeast Conference

From September 17 to 19, 1990, officers, members and staff met at the Boston Park Plaza Hotel in Boston, Massachusetts for the conference on communications skills.

Discussions on communications within small groups, one-on-one and before large audiences were led by Sue Cobble from the Labor Education Center at Rutgers University and Erica Bronstein

International Vice President Michael Goodwin tries to convince International Vice President Patrick Tully to join the union in a role playing exercise in Boston, Massachusetts.

President John Kelly explained the need for striker replacement legislation at each conference.



Erie Conference participants await instructions on determining their leadership styles at Cincinnati training session.



from the Labor Education Center at Southeast Massachusetts University. The final morning they were joined by Rena Baskin from AFTRA, SAG and Actors Equity.

Special guest speaker was Arthur Osborne, President of the Massachusetts AFL-CIO, who brought the delegates up to date on proposed legislation that will affect labor and working people, especially in Massachusetts.

Local unions attending this conference were: Locals 2 (Washington, DC); 6 (Boston, MA); 32 (Newark, NJ); 106 (Groton, CT); 153 (New York, NY); 232 (Madawaska, ME); 247 (Holyoke, MA); 269 (Chicopee, MA); 435 (East Hartford, CT); 442 (Jay, ME); 453 (Boston, MA); and 471 (Brownsville, PA).

Attending to represent the International Union were President John Kelly, Vice Presidents Michael Goodwin and Patrick Tully, Education Director Gwen Wells, and Business Representative Chuck McDermott.

West/Northwest Conference

Delegates from the West Coast region held their conference in San Francisco, California, at the Sir Francis Drake Hotel, from October 3 to 5, 1990.

Leading group exercises, roleplaying and general discussions on the entire subject of communications were June McMahon from the Institute of Labor Relations at the University of California at Los Angeles and Mary Gross from the University of California at Berkeley.

Jack Henning, President of the California State Federation of Labor, was guest luncheon speaker. Henning, a long-time member of OPEIU, outlined the legislative agenda for the labor movement in California.

Locals 3 (San Francisco, CA); 11 (Portland, OR); 23 (Tacoma, WA); 29 (Oakland, CA); 30 (San Diego/Los Angeles, CA); and 56 (Phoenix, AZ) attended the conference.

International President John Kelly, Vice Presidents Kathleen Kinnick and Gary Kirkland, and Education Director Gwen Wells represented the International.



At each conference OPEIU Counsel Joe Finley explained the new regulations on "core dues" to local union secretary-treasurers.

Erie Conference

The final conference for 1990 was held in Cincinnati, Ohio, at the Cincinnati Hilton for the delegates from the Erie Region October 31 to November 2, 1990.

Leadership skills as well as small group/committee communications was taught by Gene Daniels from Ohio State University. John Marrone was also from OSU and taught one-on-one communications, frequently called internal organizing. Gilles Beauregard, OPEIU Secretary-Treasurer, and OPEIU Accountant Peter Novak taught a session on financial reporting requirements for local union secretary-treasurers and trustees.



Susan Carey from Local 393 in Flint, Michigan leads the singing for the Ohio AFL-CIO demonstration against President Bush's veto of civil rights legislation and his tax policy.

Local unions attending from the Erie Region were: Locals 10 (Detroit, MI); 17 (Cleveland, OH); 19 (Toledo, OH); 42 (Detroit, MI); 67 (Charleston, WV); 98 (Cincinnati, OH); 339 (Akron, OH); 375 (Cincinnati, OH); 393 (Flint, MI); 422 (Chillicothe, OH); 457 (Centerville, PA); 459 (Lansing, MI); 494 (Detroit, MI); 502 (Oberlin, OH); 513 (Elyria, OH); 1313 (Cincinnati, OH); and 1794 (Cleveland, OH).

President John Kelly, Secretary-Treasurer Gilles Beauregard, Education Director Gwen Wells, and Business Representatives Pat Jeney, Jay Porcaro and Rosanna Knickerbocker represented the International Union.

1991 Conferences

A number of recommendations were made for future conferences. The editorial by International President John Kelly on page 8 takes up these recommendations and issues.

Local union delegates in the North Central region meet in St. Paul, Minnesota for training in communications and leadership skills.



Local 369 educates public at Tennessee fair

Local 367 members in Memphis, Tennessee, were well represented at the Memphis AFL-CIO booth at the Mid-South Fair. "This is the second year we have participated," said Local 367 President Linda Waldrop, "and we thoroughly enjoyed it."



According to Waldrop it is a terrific opportunity to educate the public about unions and specifically about OPEIU. "We even received two organizing leads from people who registered at the fair," she said.

Attendance at this year's fair set a record at nearly 500,000 people. Many of those fair-goers received numerous promotional items donated by unions and companies. A number of local unions and their internationals also contributed 80 large items for a drawing on the last day of the fair—September 30, 1990.

The theme of the booth was "Working Together"—appropriate since several unions pulled together to make it a huge success.

Faces at 1990 OPEIU regional conferences



Participants in small group exercises indicate their preferences to instructor from the University of Minnesota.



West/Northwest delegates debate the merits of new health care language in their mock bargaining session.



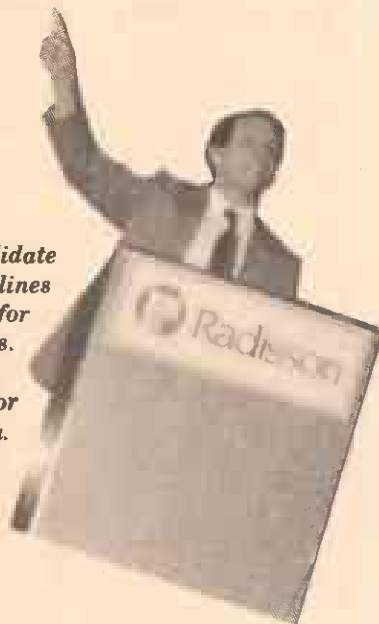
International Vice President Patrick Tulley accepts the Doug Award for 1989—the OPEIU award for organizing the greatest number of new members in a given year.



Erie delegates enjoy themselves while they learn leadership skills from Ohio State University instructors.



Locals 6 and 453 (Boston), 106 (Groton) and 153 (New York) attempt to reach consensus in a small group exercise in Boston.



Paul Wellstone, candidate for the U.S. Senate, outlines his progressive program for North Central participants. With OPEIU's help, he was later elected the new senator for Minnesota.



Local 453 President Tom Lawnsby gives a political contribution to Arthur Osborne, president of the Massachusetts AFL-CIO.

OPEIU

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As a union member, you have many needs that extend beyond the workplace. And your union is working to meet those needs—to increase the quality of your life at home, as well as at the workplace—by offering unique, money-saving benefits through the Union Privilege™ programs.

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A money-saving benefit that offers 5% cash back on all travel for a low \$29 annually.

Contact your local union leader for more information about these members-only programs offered by your union.

Dallas Sasser mourned

Long time union activist Dallas Sasser of the Office & Professional Employees International Union Local 306 in Amarillo, Texas, died at the age of 54 on October 30, 1990, after a lengthy illness. He was a past president of Local 306 and also served as recording secretary of the Metal Trades Council of Amarillo, Texas and Vicinity.

Dallas was appointed Deputy Labor Commissioner of Texas. He also was appointed Director of Safety for the State of Texas and served as the statewide Director of Labor. He worked for State Representatives H. Bryan Poff, Ben Bynum and State Senator Max Sherman.

Dallas was extremely active in local, state and national politics. He represented Local 306 as a delegate to the Amarillo Central Labor Council and was selected to the Joint Training Partnership Act (JTPA) Committee, said Pam Gay, current president of Local 306.

"Dallas loved his union and was dedicated to helping people. He will be missed by our local and his many friends," Gay said.

Local 378 wins AFL-CIO press award

Local 378 in Vancouver, Canada, has won a General Excellence award from the International Labour Communications Association, AFL-CIO.

The Local's newspaper, *OPEIU News* edited by Communications Director Paula Stromberg, was a winner in the 1990 ILCA Journalistic Awards Contest covering 1989 publications. The newspaper received the third award in the General Excellence for local unions category.



Paula Stromberg
OTEU Communications Director

The contest board of judges was from organizations such as Associated Press, the American Newspaper Guild and The Washington Post. There were 1,380 entries in this year's ILCA contest.

"This is the largest labour press competition in North America," said Judy Robbins at the ILCA office in Washington, D.C.

Earlier this year, Stromberg accepted an award in Montreal "for outstanding achievement in labour journalism" from the Canadian Association of Labour Media. This is the Local's fourth communications award since Stromberg joined the office in 1986.

National Bank of Washington fires Local 2 members

(Continued from page 1)

tional Bank of Washington insolvent and sold \$2.1 billion in loans and deposits to Riggs National Bank (Riggs) for \$33 million.

Washington's only unionized bank

Local 2 organized NBW in 1972 and it was the only unionized bank in the Washington Metropolitan area. It was formerly owned by the United Mine Workers of America. News reports followed the questionable financial condition and management power struggles at NBW for the last few years. Longtime NBW Chairman Luther Hodges resigned his position on February 1, 1990 and received a severance arrangement valued at \$1.5 million.

Summer of 1990—talk of layoffs

During June and July of 1990 NBW officials met with OPEIU Local 2 President Jim Sheridan on numerous occasions to discuss layoffs among union personnel at the bank. On July 31, 1990, layoffs were announced. NBW provided assurances that the bank was a viable institution and a restructuring would return the bank to profitability. Severance pay, bumping rights including "red circle" rights, and all other relevant contract provisions would apply.

August 1—bankruptcy

On August 1, 1990, NBW's holding company filed for Chapter 11 Bankruptcy. The Comptroller of the Currency appointed William S. Ogden conservator. The appointment of the conservator was necessary to help safeguard the bank's assets and to provide for an orderly sale of the bank.

August 10—day of infamy FDIC takes over RIGGS takes \$2.1 billion NBW employees take pink slips

On Friday August 10, 1990, the FDIC declared NBW insolvent and announced that Riggs National Bank had purchased over \$2 billion in selected NBW assets. Riggs Bank wrote to all NBW employees, in a memo dated August 10, that "the FDIC has specified that Riggs' successful bid for certain NBW assets does not include the assumption of any employment relationships, personal contracts or collective bargaining agreements in regard to any employee or employee organization. The FDIC has advised Riggs that effective the close of business today (August 10), NBW will cease to exist and your employment with NBW will have been terminated."

FDIC ruling

The federal savings and loan bail-out bill, The Financial Institutions Reform, Recovery, and Enforcement Act of 1989, gave the FDIC extraordinary powers. The FDIC has used those powers to cancel the collective bargaining agreement between Local 2 and the NBW. The FDIC claims that Congress gave them the authority to cancel all contracts of a banking institution in receivership. Congress never specifically provided the cancellation of labor contracts. FDIC has ruled that all contractual rights to severance pay, health care continuation, and payment of accrued vacation for NBW employees are without basis. FDIC says that the only remedy for NBW employees is to apply to the FDIC, just like any other creditor.

If the FDIC allows the claim, it will make periodic payments out of any revenues generated by assets retained by the FDIC. Riggs Bank purchased the most viable assets of NBW. The FDIC retained the problem assets.

Local 2 fights back

Local 2 has filed a class action claim with the FDIC for all benefits under the contract. Local 2 has been given the services of Joseph E. Finley, Counsel to the OPEIU, to pursue this case. Finley, the former law partner to Senator Howard Metzenbaum (D-Ohio), has a great deal of experience in these matters and has successfully represented the OPEIU at the United States Supreme Court on numerous occasions. Finley will be assisted by Local 2 Counsel David Levinson. Levinson told the Local 2 Reporter that "Joe and I have combed the ranks of Congress to enlist support for our claims with the FDIC. We see a long road ahead but we have faith that eventually the courts will protect our contractual rights."

Local 2 President Jim Sheridan briefed House Banking Committee Chairman Henry B. Gonzalez (D-TX) and Charles E. Schumer (D-NY) on September 18, 1990, about the NBW situation.

More than ten demonstrations, which included informational picketing, occurred in front of the FDIC and Riggs Bank. Signs read "We Want our Benefits," "Down with the FDIC," and "Riggs Made a Sweet Deal." The leaflet distributed asked the public "Are the FDIC and Riggs Bank Above the Law?" Television, newspapers, and national magazines covered the demonstrations.

The AFL-CIO and the NAACP have made extraordinary efforts to provide assistance and support. The AFL-CIO has catalogued all business relationships between Riggs Bank and organized labor. Thomas M. Martin, Executive Director of the Labor Agency of Metropolitan Washington D.C., has provided support and advice for NBW workers seeking unemployment insurance, retraining, and emergency assistance. Two Washington D.C. mayoral candidates, Charlene Drew Jarvis and Walter Fauntroy, attended the demonstrations. Calls to the local from the public have been running better than twenty to one in support of the NBW workers.

**Please Contribute To The OPEIU/NBW Employee Assistance Fund
All Proceeds To Help Former Local Members At NBW**

Make checks payable to OPEIU/NBW Employee Assistance Fund. Mail to:

OPEIU Local
c/o Dan McShain, Secretary-Treasure
8455 Colesville Road, Suite 1250
Silver Spring, MD 20910-3311

For more information phone 301-608-8080.

The Daily News

(Continued from page 1)

popular newspaper in the country.

It is our responsibility as trade unionists and working people to support the struggle of our brothers and sisters at the *Daily News*. The *News* cannot be allowed to destroy the unions and strip the workers of their jobs and dignity.

We could be next.

What can you do?

- 1) Boycott the *Daily News* if you live in the New York City area. Refuse to buy the paper and convince any vendors selling the paper to take it off their stands.
- 2) Call the 900 number listed here and contribute \$5 to help support striking workers and their families until the struggle is won.

1-900-740-4777



International improves education program to meet local union needs

by John Kelly, International President

We constantly face turnover in our local unions. Each year new officers are elected. New bargaining committees are elected, with little knowledge of the give and take of the bargaining process.

We are in a period of labor relations, where companies find it safe to flagrantly violate the labor laws. They have discovered a little known loophole in the laws, allowing them to hire permanent replacements in the event we are forced to strike. These are not times when we can afford to sit back and say "but this is the way, we have always done it." Old techniques in many instances are no longer appropriate for today's work place. They simply don't work.

As a result of this, we have to educate our members, stewards, committees and officers on ways of being more effective. The newly elected stewards need more training in the most effective means of settling grievances and more important in anticipating and preventing grievances.

Members and committees must know of the new issues that affect our members: new technology and its impacts on physical and mental stress, right to privacy, employment levels, production quotas, health and safety on the job.

With more families requiring two workers for support and the growth in single heads of household child care and parental leave have taken on greater significances as have issues like pay equity, pension and health programs.

As trade unionists we can never stop learning, if we are to best represent our members. It is our obligation to provide educational and training programs at all levels.

I am quite pleased to notice the number of our locals realizing this and continuing on-going

educational programs for our members and officers. I urge those locals who have yet to do so, to contact the International Office to learn how programs can be established on a local level. Members should be urged to attend the many programs that are available in their area offered by universities. Many State Feds and central labor bodies have programs—all of these at no cost to your local union.

The International Union provides regional educational programs at no cost to the locals, except for personal expenses. Funds are also available to offset some of these costs.

In order to keep these costs to a minimum we are changing the programs for the year 1991. In regions where most travel is done by automobile, we are attempting to find less costly areas to conduct the meetings. For example, hotels located outside the central city are frequently less expensive.

Another cost that we can attempt to reduce is lost time. Many of our local unions must reimburse those in attendance for salary lost.

Therefore, where possible, we intend to move the conferences back to weekends. In the past years the conferences have begun on Wednesday evenings. This year we are going to try, if the executive board approves, to begin conferences on Friday evening and end Sunday afternoon. This may mean slightly shortening the conferences, but if it means that more locals are able to participate, I believe the tradeoff will be worth it.

As I mentioned earlier monies from the per capita are available to offset the local union cost of sending people to these programs. Even though, this was a decision made at our last convention, some locals are still unaware of the

program.

In 1990 many locals in attendance were pleasantly surprised to receive a check to offset their expenses. As with all programs, if the fund continues the monies available will increase and it would make it easier for locals to participate.

The subjects we covered at our conferences have always been popular, as well as those frequently requested by our local unions. We have covered internal and external organizing, collective bargaining, grievance handling (basic and advanced), arbitration, communications and leadership skill and the like. We will continue to offer topics for which our locals express a need. We will also continue to provide the excellent teaching staff and experts that we have in the past.

In the coming year we plan to hold two simultaneous training sessions that should be particularly appealing to those locals that have experienced turnover in stewards and negotiating committee members.

We hope to have a general steward training session for those who are interested, but offer at the same time a session on collective bargaining skills. Participants at the conferences will be able to choose between the two subjects. A number of locals have expressed a need for both and we hope to satisfy that in this way.

With these new changes in format, as well as the subsidy assistance, I look forward to seeing an increased participation by all of our locals in educating their staff, officers and members. We want to make it as easy and attractive as possible for all of you to attend. And, it is our obligation to become better informed. Our members depend on it.

(Write us your opinions of the new format changes and any suggestions you might have to increase participation in conferences and all training programs.)

Changes in Regional Conferences—1991

- weekend training
- less expensive hotels
- financial subsidies
- steward training and bargaining

season's greetings

We at the Office and Professional Employees International Union wish all of our members, staff and officers the best of holiday seasons. May you and yours enjoy good health and happiness in the coming year.

John Kelly
President

Gilles Beauregard
Secretary-Treasurer

Michel Lajeunesse
Canadian Director

Executive Board:

- Cheryl Barber
- Janice Best
- Carolyn Combs
- Michael Goodwin
- Kathleen Kinnick
- Gary Kirkland
- James Mahoney
- Paul Mari
- J. B. Moss
- Gwen Newton
- L. J. Sheridan
- Ron Tuckwood
- Patrick Tully
- Michael Walker

U.S. Price Index

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

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	366.8	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
September	390.5	131.1
October	393.0	131.9
November	393.8	132.2

Canadian Index

Statistics Canada
New Base 1986 = 100

1989	
January	110.9
February	111.6
March	112.2
April	112.5
May	113.7
June	114.3
July	115.0
August	115.1
September	115.3
October	115.7
November	116.1
December	116.0
1990	
January	117.0
February	117.7
March	118.1
April	118.1
May	118.7
June	119.2*
July	119.8
August	119.9
September	120.2
October	121.2
November	121.9

* 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.