

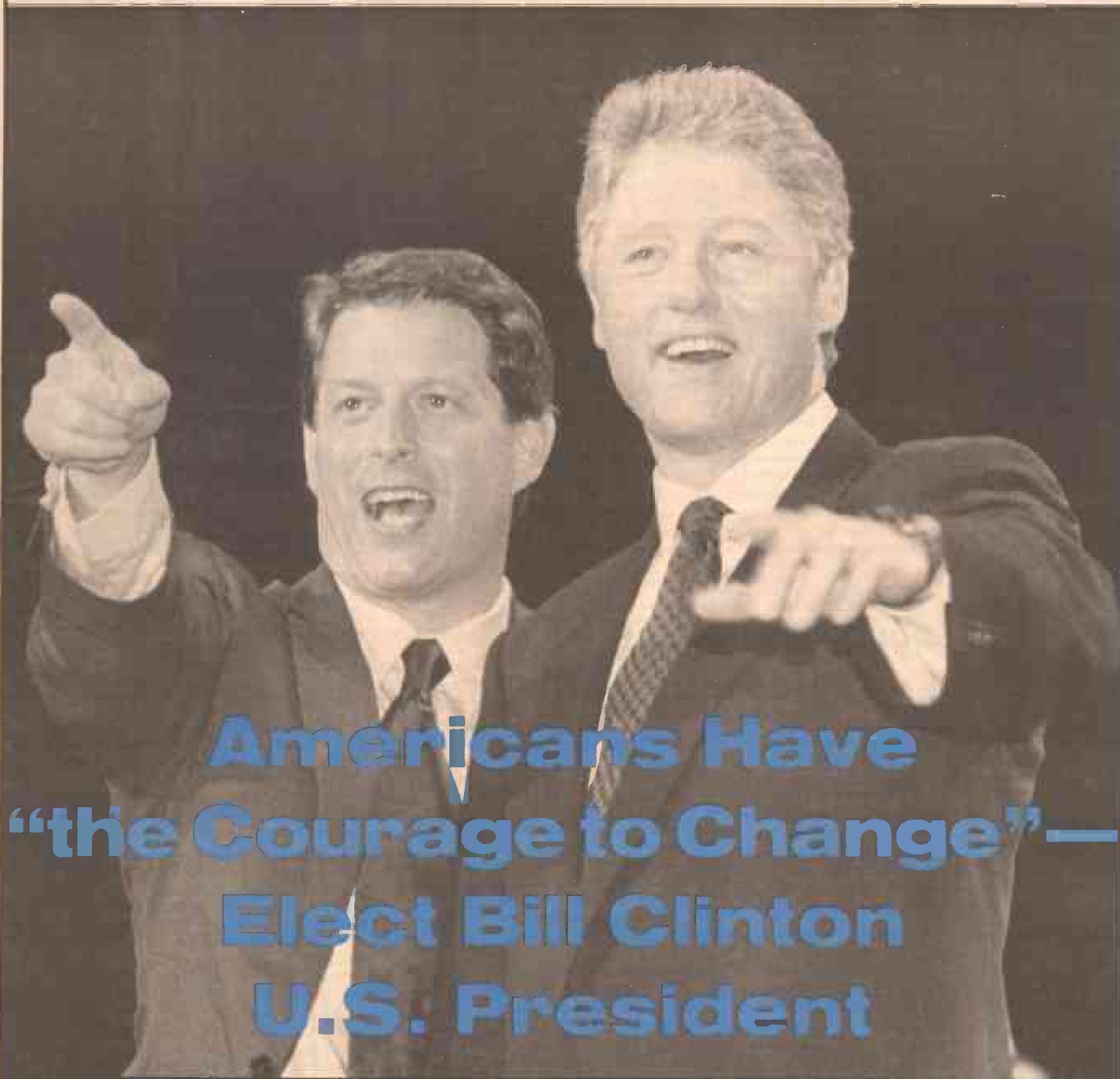


WHITE COLLAR

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, AFL-CIO AND CLC

No. 445

Fall 1992



**Americans Have
“the Courage to Change” —
Elect Bill Clinton
U.S. President**

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Organizing Victories

City employees affiliate with Local 19

Approximately 155 City of Toledo employees have affiliated with OPEIU Local 19 as associate members, announced Local 19 President Don Mohamed. The clerical workers are prohibited by law from joining a union but hope to take advantage of a loophole in Ohio State law and have the city voluntarily allow them to unionize.

Mohamed said that as associate members the workers would pay a lesser "association fee", and would not be represented by the union in bargaining for wages and benefits—yet.

The 1984 State Employment Relations Act gave certain state, county and municipal employees the right to organize, bargain collectively, and, in some cases, to strike. But an exemption prevents directors, higher-level administrators, and those handling sensitive employer documents from unionizing.

Still, the law also allows any public employer, if it so chooses, to voluntarily recognize any group as an official collective bargaining unit with full rights to negotiate wages and benefits, and, in the case of nonsafety forces, to strike.

As an example, the city voluntarily recognized both the Toledo

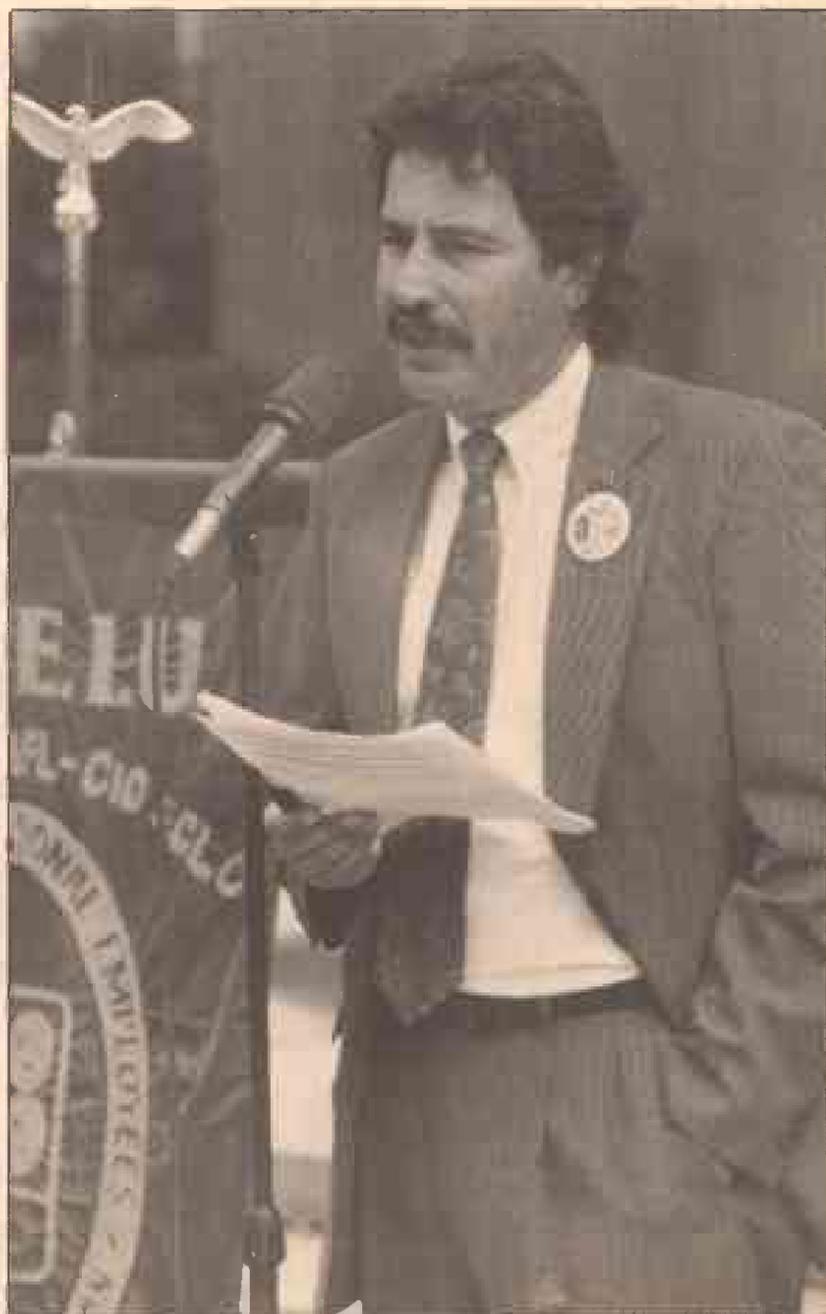
Police Command Officers Association and the Toledo Fire Chiefs Association as bargaining units soon after the state law took effect because it had been negotiating with them for years.

Mohamed said the new group, to be known as the City Administrative Personnel Association, wishes eventually to be recognized voluntarily by the city as a bargaining unit. He acknowledged that the group is taking an unusual route to unionization.

"I don't think we'll be dealing with [the State Employment Relations Board] or the [National Labor Relations Board]," Mohamed said. "This is what I call a vanguard group. This type of group could open the door for a number of others."

"We look forward to working with our new brothers and sisters in the association who came to us because they were disgruntled with the way they were treated by the city council and they're frustrated by what they see as a reluctance to address their issues," he said.

OPEIU Local 19 President Don Mohamed announces the affiliation of City of Toledo city workers with Local 19 at a news conference August 24, 1992.



Local 3 wins three San Francisco elections

Over the summer, OPEIU Local 3 was busy organizing and winning representation elections in three San Francisco offices, reports their Senior Business Representative Nancy Wohlforth. The new bargaining units are:

The Information Store

The company does library research for major corporations. It employs approximately 50 researchers and clerical workers who voted by better than a two-to-one margin for the union. Representatives Diana Volpini-Allen and Nancy Wohlforth were assisted by International Representative Jeff Rusich in this campaign.

"We would not have won the election, however, without a strong in-house committee," Wohlforth said, "and we thank the following new members for all their hard work: John Brooks, Ched Ratner, Michele Van Hoeck and Patrick Welch." The unit has elected a bargaining committee and are ready to begin negotiations.

St. Vincent de Paul

"Here we won representation for employees at five service centers and administrative offices. We now represent workers at the Multi-Services Center which provides services for homeless men and women every night; Ozanam Center which is a substance abuse-detox center; the Richmond Hills Manor which provides shelter and programs for homeless families; the Riley Center which is composed of two homes for battered women; and the Arlington Hotel which offers low cost housing. In addition we represented the office and administrative staff personnel at the San Francisco headquarters. In all, we now represent over 120 workers here," reports Representative Wohlforth.

She said the union became involved in the organizing campaign following our successful election at the Episcopal Community Services in 1990, where we represent social workers, monitors and others in the two other major homeless service centers in San Francisco. Local 3's steward and

executive board members at Episcopal Community Services David Lien assisted Jeff Rusich in this campaign. "We would like to thank him for all the countless volunteer hours he put in to insure that other low paid, dedicated non-profit employees will now have the benefit of a union contract," Wohlforth concluded.

The following members have been selected to serve on the bargaining committee: Mike Begley (Ozanam), Keith Bussey (Richmond Hills Manor), Lita Goring (Arlington Hotel), Karel Harrington (Administration), Blesilda Ocampo (Riley Center) and Frank Phenix (Multi-Services Center).

The St. Vincent de Paul Society is operated by the Catholic Archdiocese of San Francisco.

Steam and Plumbing Service Corp.

Here the office personnel and warehouse workers chose Local 3 as their bargaining representative. Representative Volpini-Allen will be leading the bargaining there with

the bargaining committee members Dennis Hall and Ed Aucoin assisting.

Representation for Steam and Plumbing means that San Francisco now has two completely organized plumbing supply houses. The other is P.E. O'Hair Co.

Congratulations to all of our new OPEIU members on their successful organizing campaigns. We are pleased they have joined our union family.

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

JOHN KELLY President
 GILLES BEAUREGARD Secretary-Treasurer

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GWEN WELLS Managing Editor

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Work and Health
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Can You Get Cancer From Electromagnetic Fields?

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

Director, Western Institute for Occupational/Environmental Sciences

Wherever electricity is at work for us—carrying power in overhead lines or running appliances in the kitchen—we are often in the presence of electromagnetic fields (EMFs).

For at least 20 years, people have wondered if this mysterious, unseen, unfelt environment could be a health risk.

At present, the answers run all the way from a flat-out no, to unlikely, possibly, probably to a flat-out yes.

The majority view is around the midpoint: Possibly.

A draft report by the Environmental Protection Agency (EPA) concluded that there is enough evidence of a possible link between cancer and low-level EMFs from power lines and appliances to warrant further research.

The report concluded: "Several studies showing leukemia, lymphoma and cancer of the nervous system in children exposed to magnetic fields from residential electric power distribution systems, supported by similar findings in adults in several occupational studies also involving electrical power frequency exposure, show a consistent pattern of responses which suggest a causal link."

The strongest evidence of a cancer link has come from studies in which children showed moderately elevated risks, although relatively few of several studies measured the levels of electromagnetic fields directly.

When the levels were measured, the effects showed up at around two to three milligauss—a measure of the strength of a magnetic field—slightly above the level in most homes. Researchers say most homes would be in the one or two milligauss range, although levels 10 times that high have been found.

Besides the research with children, additional (but weaker) evidence of a cancer link with EMFs has turned up in studies of electrical workers.

Although many of these studies have found an excess risk to be associated with employment in certain jobs that have a high potential for exposure to EMFs, few measurements have been taken in these occupations, according to the EPA.

Furthermore, studies of exposure to adults other than electrical workers have been too small to produce a coherent pattern.

Laboratory experiments have not produced direct evidence that EMFs cause or promote cancer in lab animals, but scientists have discovered a number of ways that such exposure can affect biological functions. These include:

- changes in hormone levels,
- alterations in the binding of ions to cell membranes,
- modification of biochemical processes within the cell.

Can any of these biological effects explain how EMFs might increase the risk of cancer? It's possible, some scientists believe.

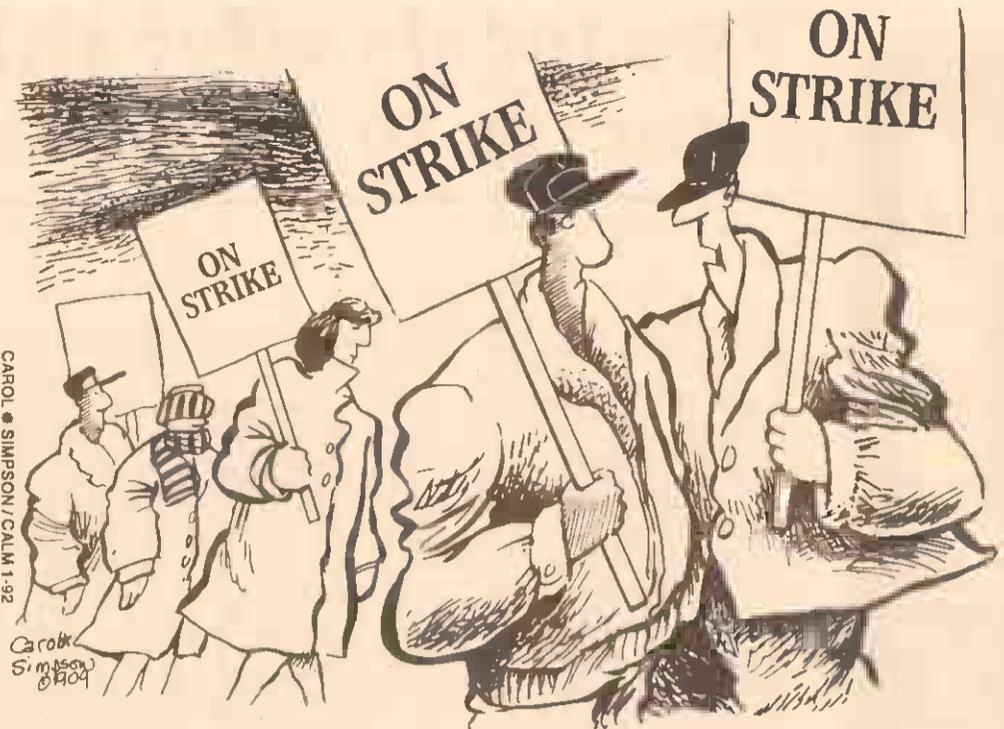
For instance, concentrations of calcium ions in the cell play a major role in cell division. That, in turn, has an important part in cancer promotion.

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In all of the studies to date, however, one of the biggest puzzles of all remains unsolved: how can the relatively weak currents and fields induced by EMFs make their presence felt in the midst of the fury of electrical activity that takes place in the body all the time? Cells maintain electric fields across their outer membrane that are billions of times larger than the electric fields induced by EMFs from power lines.

The electric signals of the heart induce currents in the tissue surrounding the heart that are 100 to 1,000 times as intense as the currents induced by EMFs from power lines.

Much more research will be needed to turn what some scientists now believe to be "possible" risks into "probables."



"Too bad we can't hire permanent replacements for greedy owners."

Washington Window

The rise of the super-rich

Government and private studies in recent years have confirmed what people see and experience for themselves—the lifestyles of the rich and famous are grander than ever while living standards for most Americans are stagnant or declining.

Now, a new report shows that the disparities between the nation's rich and non-rich are more extreme and dramatic than previously imagined.

While previous studies have measured income alone, the new study tries to paint a more complete and accurate picture by measuring wealth: the net value of assets such as stocks, bonds, savings accounts, and housing. Income refers only to the flow of dollars over a set period, usually a year, such as wages, salary, interest and dividends.

Released by the labor-backed Economic Policy Institute (EPI), the report was prepared by New York University Economics Professor Edward Wolff. Based on the Federal Reserve Board's 1983 and 1989 Survey of Consumer Finances, it is the first comprehensive examination of trends in household wealth from the beginning to the end of the economic recovery during the 1980s.

Wolff argues that income gives an incomplete picture of family well-being because wealth assets can provide the stability to ensure a good standard of living by providing the resources necessary to weather unemployment or illness or provide for consumption in excess of income.

Wolff's study reveals the startling fact that the "super-rich," or the top one half of 1 percent of the nation's households—received 55 percent of the total increase in real household wealth between 1983 and 1989.

Meanwhile, the richest 20 percent of the population received a whopping 96 percent of the rise in household wealth. These net assets, by the way, rose from \$13.6 trillion to \$16.1 trillion.

At the same time, the 40 percent of families on the bottom lost \$256 billion of wealth during the 1983-1989 period. The average net wealth for the lower-middle wealth class declined from \$10,000 to \$7,000.

For the bottom 20 percent of households, the rise in debt was the most dramatic, resulting in a negative net worth of \$2,000 in 1983 rising to

a negative net worth of \$14,000 by 1989.

The indebtedness of American households, as a whole, rose from 15 percent of net worth in 1983 to 19 percent in 1989. Thus, a substantial proportion of households found themselves extremely vulnerable to hard economic times prior to the recession which began in 1990, the study concludes.

During the 1983-1989 period, the share of wealth held by the top half of 1 percent increased by an almost unprecedented 4.6 percentage points—reversing a trend towards greater equality between 1962 and 1976, the study shows.

The only other time in the 20th century with a similar rise in concentration of household wealth was from 1922 to 1929, it notes. The Republican Roaring '20s, of course, culminated in the 1929 stock market crash and Great Depression of the 1930s.

How did the rich get so much richer? Seventy percent of the growth in wealth over the 1983-1989 period resulted from the appreciation of existing wealth, and the remaining 30 percent to personal savings. Thus, most of the increase is not due to the thriftiness of the wealthy, but to the capital gains of their assets, the report says.

Why the growth of wealth inequality in the '80s? It was largely due to increased income inequality and a sharp rise in stock prices, the report finds. Owner-occupied housing is the main asset of the middle class, while stocks and bonds are owned mainly by wealthy households.

"Given the trends in the stock and bond markets, and in housing prices since 1989, it is very likely that the trend toward increasing wealth inequality found by Professor Wolff continues today," said EPI economist William Spriggs.

Wolff concludes that the tremendous increase in wealth of the very rich may further tilt political power in their favor, and "many further disenfranchise the middle and lower classes from the political process."

In the recent presidential election, the only economic class that voted decisively for George Bush was the fortunate group with incomes above \$75,000. It is hoped that their fears of a Bill Clinton victory will prove to be justified.

Two locals offer skills-building courses to OPEIU members

Local 2, Washington, DC

More than 220 members have taken courses in computer science and shorthand, thanks to the Local 2 continuing education program which began in 1991.

Computer science (a survey course of wordprocessing, MS DOS, accounting, graphics and database programs) is held two nights each week for a 16-week period and is taught by the husband of a Local 2 member who happens to also be a college instructor in the subject. A Local 3 member teaches the shorthand course over the same time period.

The Local pays the cost of each course—\$250—for each participant who successfully completes the program.

Several members have already received substantial benefits from taking the courses. One member reported that halfway through the computer course she bid on, was tested for and was awarded a job requiring WordPerfect. Another said that as a result of taking the computer course several of her coworkers were able to avoid lay-

off during a reduction-in-force at their offices by bumping into jobs which required computer skills.

During the summer of 1992, Local 2 also offered two mini-courses: one intensive, two-week, 24-hour course covering MS DOS and WordPerfect; the other on MS DOS and Lotus 1-2-3. These two classes were so popular that they were filled within five days. The Local doubled the number of classes as a result but still had to turn 18 applicants away, said Local 2 First Vice President Dan Dyer, because of inadequate classroom space.

The Local, said Dyer who developed the programs, hopes to expand the course offerings to include advanced computer classes and basic math and English refresher courses.

The membership is so committed to the continuing education program that it has twice voted to expand the classes and even voted to approve a dues increase with the understanding that a portion of it would pay for the OPEIU-sponsored education courses.



Some of Local 2's computer science students with their machines.



Representative Dan Dyer (upper left) appears with Local 2's graduates.

Local 153, New York, NY

"Now I can speak with my friends and help my children," Local 153 member Iris Cuevas from the Dominican Republic, said of the Local's new English as a second language class. Other students expressed similar feelings of gratitude to the Local for providing them with this training.

Local 153 has a number of members who have recently arrived in the United States—newcomers who know they have to learn English to survive here. They, usually for economic reasons, have come to this country from El Salvador, the Dominican Republic, Russia, Haiti, Trinidad, Korea and elsewhere, leaving behind family and friends, because they must earn a living to support children, parents and others.

To assist their members in this transition, the Local began the new English program which has been well-attended by members. The class which meets twice a week at the union office for six months focuses primarily on conversation, although writing and grammar are taught.

Besides the usual classroom training with discussions of current events, students have gone on field trips (for example, to a museum) and held international dinners where they brought foods from their native countries.

"We recognize that these members are at a disadvantage because of their inability to speak English, and they face special hardships, including possible discrimination by employers. We have to be alert to these kinds of problems and help our members overcome these difficulties," said OPEIU Vice President Michael Goodwin.

"We have made the local more hospitable to our non-English speaking members," said Victoria Tirado, Local 153 representative of home health care members—many of whom are non-English speaking. "This class is a beginning. As a result of it, I think, they identify more with the union and what it stands for—the betterment of our members and their lives."

The course was so popular that it is being repeated again this year. Local 153 has also added a

GED course for those members who want to obtain their high school equivalency diplomas and

plans a computer course, similar to Local 2's, for the coming semester.



Some of the Local 153 students proudly display their certificates for successfully completing the union's course in English as a Second Language pose here with Representative Victoria Tirado (standing far left) and their instructor Nick Bedell. At this final class they celebrated with an international dinner following instruction and graduation.

Local 378 gains contract at Insurance Corporation of B.C.

Members of Local 378 at the Insurance Corporation of British Columbia (ICBC) have accepted a two-year contract that includes benefits for part-time workers, agreement from ICBC not to electronically monitor individual employees without just cause, and extended medical and dental benefits for partners of gay and lesbian workers.

"Local 378 members at ICBC are the first in our local to receive extended medical and dental coverage for same-sex partners," said Local 378 President Ron Tuckwood. Local 378 represents 8600 members in more than 20 companies.

The 3500 Local 378 members at the crown corporation will receive wage increases of 3.5%, as well as an across-the-board payment of \$660 (\$55 a month) in the first year, and 2% with a minimum of \$800 in the second year.

"Our members realize the wage settlement was the best we could achieve in this economy. Also,

many members aren't happy at ICBC's refusal to resolve pay equity issues. However the across-the-board payment in the first year, in effect, creates a higher percentage wage increase for workers at the low end of the salary scales," said Tuckwood.

"Workers in the lowest salary groups have the most difficulty meeting the cost of living. Women make up 90% of the workforce in the lowest four salary groups at ICBC.

"ICBC has saved millions of dollars over the years by undervaluing work done in clerical classifications."

Another contract highlight is a unique streamlining of the grievance-handling process. "ICBC vice-presidents will now be directly involved in grievance-solving both at stage 2 grievances, when they receive copies of the grievance complaint, and at stage 3 when they'll actually attend the grievance meetings," explained Tuckwood.

"Previously, ICBC vice-presi-

Local 2 fights for severance pay for former members

As reported in the Spring 1992 issue of White Collar, the U.S. Court of Appeals for the District of Columbia unanimously reversed the lower court's denial of standing by Local 2 to represent former members employed by the National Bank of Washington in claims against the FDIC. On July 29, 1992, more than 100 former Local 2 members were



present in the courtroom to hear Local 2's argument to obtain severance pay, reports International Vice President Jim Sheridan. Local 2, he said, has already won vacation pay and health insurance claims incurred prior to August 10, 1992, for these workers. Some of the former members appear above on the courthouse steps following the hearing.

dents were concerned only with business operations and were not always aware of staff concerns. Instead of hearing only what their managers tell them, ICBC VPs will get a first-hand insight about

what's going on in their areas."

ICBC and Local 378 had been negotiating since the last contract expired October 1, 1991. The new contract will expire in October 1993.

Lansing General Hospital members win union security

Lansing General Hospital (LGH) and Ingham Medical Center (IMC) have been discussing the option of merger for some time. The issue currently is before the Ingham County Board of Commissioners, the body which has to approve such a merger. IMC is a non-union hospital approximately twice the size of LGH and there has been speculation that, after a merger occurs, the new corporation might attempt to bust LGH's union. The officers and service representatives of Local 459 have been working behind the scenes for many months and have finally attained an agreement with LGH which ensures employees of LGH will continue to be represented by the union after the merger occurs.

Local 459 has two union contracts at LGH—one covering the 170 RN's and the other covering 350 clerical, maintenance & service employees. In other mergers, corporations have voided union contracts arguing that they are not binding on the new corporation. This agreement specifies that as a condition of merger, the new corporation will be required to honor the existing agreements.

Another concern was that, since IMC is the larger institution, the new corporation would refuse to participate in collective bargaining



Pictured here is the Local 459 bargaining committee for Lansing General Hospital. They are (seated, left-to-right) Chuck Wynns, Judy Tubbs and Tom Smith; (standing, left-to-right) Paula Brown, Ginger Kyer, Sherri Gregurek and Rick Ransom. Jim Monroe, Dale Hunter and Kathy Sway were unavailable for the photo.

arguing that the union no longer represents a majority of employees. This is a frequently-used ploy of corporations. In this case it would have allowed the IMC employees to decide the fate of our union members at LGH. The agreement prohibits this by requiring the new corporation to indefinitely recognize the existing bargaining units and to negotiate new contracts with them.

When the merger occurs, the IMC employees will not automatically become unionized but they will have that option. A separate

vote would be conducted for those employees. The agreement also states that the new corporation will not discriminate against any employee for attempting to organize IMC employees.

Job security after the merger is the concern of every union member at LGH. IMC has a different benefit package and, because it is non-union, pays less in many classifications. The union bargaining teams began to address the issues of wages and benefits for employees who transfer from one campus to the other, but quickly realized

the complicated nature of this issue. The final agreement does not address these issues specifically but requires the union and the new corporation to continue negotiations on wages and benefits for employees who voluntarily move to IMC. It also states that an employee whose work is moved to IMC may choose to exercise her/his bumping rights and remain at the LGH campus continuing to be covered by the union contract.

Two separate bargaining teams were involved in the negotiations. The RN's were represented by Sherri Gregurek, Jim Monroe and Judy Tubbs with 76% of those RNs voting for ratification. The clerical, maintenance & service employees were represented by Paula Brown, Dale Hunter, Rick Ransom, Thomas Smith and Kathy Sway. The agreement was approved by 88% of the members who voted.

The hospital industry is rapidly changing with many small hospitals either merging or going out of business. The administrators at LGH and IMC have proposed this merger because they believe it will allow both hospitals to survive and grow in the future. A complete merger will take years, but it is anticipated that eventually a number of units will be moved from one facility to the other with the IMC campus concentrating on acute care and the LGH campus focusing on outpatient services and long-term care.

(Submitted by Local 459 Representative Joe Marutiak)

Members excel

Two Local 153 heroes deliver supplies to hurricane victims

Two Local 153 members went out of their way—quite literally—to help victims of Hurricane Andrew in southern Florida.

Clerical specialist Tom Gusrang and engineering technician Jay Pennell organized a drive to collect supplies for Floridian families. They both work at Public Service Electric and Gas' Camden electric distribution center.

After using their own time and resources for the collection, they spent four days—their Labor Day weekend—to deliver the goods themselves. They left on September 4 with a truckload of canned food, baby supplies and \$2,000 worth of building materials.

After local businesses agreed to provide a truck, Gusrang contacted a United Way representative on September 3 and was given the address of a Salvation Army location in Homestead, Florida, which would accept the donations.

The trip from New Jersey to the Florida Turnpike exit for Homestead took approximately 24 hours of straight-through driving. But traveling from the turnpike into the town of Homestead took more than 2½ hours.

Driving into Homestead "was 30 miles of complete chaos," Gusrang said. "The street signs were gone, with only makeshift signs every so often or military police



Members Tom Gusrang and Jay Pennell load supplies for delivery in Homestead, Florida.

directing traffic. The destruction was unbelievable. I don't know how many miles of downed wire we ran over while we were there."

When they reached the Salvation Army drop-off point, Gusrang and Pennell were told they could only leave the food and baby items. It was suggested that they simply drive around the devastated neighborhoods and offer the building supplies to anyone who wanted them. Eventually volun-

teers at a church agreed to accept the building supplies to distribute to homeowners in the neighborhood.

"The people of Homestead were very grateful and wanted me to thank everybody who made contributions," Gusrang said.

[Anyone interested in contributing to the OPEIU hurricane relief fund can contact our Washington, D.C. office at (202) 393-4464.]

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*.

Happy hunting, bounty hunters.

Local 378 wins national communications award

The Local 378 union newspaper, *OPEIU News*, has won another communications award from the Canadian Association of Labour Media (CALM).

Produced by Communications Director Paula Stromberg, *OPEIU News* was the winner in the Excellence in Feature Writing competition for circulation over 5000. The OPEIU has 8,600 union members throughout British Columbia. This is the fifth time Stromberg has won CALM awards for the OPEIU newspaper.

Earlier this year, she was also awarded a plaque from the Canadian Cancer Society (B.C. & Yukon) for her public relations work. She served three years on the Canadian Cancer Society's Board of Directors, working with volunteers, CCS staff and advertising agency personnel on strategic long-term planning, campaign material development, research and marketing.

Stromberg has won awards for her communications work every year since joining the OPEIU office.



Communications Director Paula Stromberg

Local 378 president appointed to B.C. Energy Council

OPEIU Local 378 President Ron Tuckwood has been appointed to the B.C. Energy Council. The BCEC advises the provincial government's Minister of Energy, Mines and Petroleum Resources on energy matters to facilitate comprehensive energy planning for British Columbia.

Tuckwood is a Vice-President of the Office & Professional Employees' International Union, a Director of the Working Opportunity Fund (Employee Venture Capital Corp) Ltd. in British Columbia, and a Director of Working Enterprises Financial Services Ltd. which offers financial services such as residential mortgages to union members and their families.

He is also an appointee of the Canadian Labour Congress to the Federal Government Department of External Affairs *Business and Professional Services Sectoral Committee* which forms a part of a larger group advising the Canadian government on international trade issues.



Local 378 President Ron Tuckwood

Farm workers rally behind grape boycott

by Cesar Chavez, President, United Farm Workers of America, AFL-CIO



Thousands of workers join Cesar Chavez in our march on Salinas. Cesar is shown here with Arturo Rodriguez UFW 1st Vice-President (left) and Jack Otero, AFL-CIO Vice-President (center).

The table grape season has arrived in California—and it is being met with some of the most massive farm worker protests in years.

Workers have said, "enough!"—Enough of dealing with labor contractors who cheat them of their wages... enough of working on their knees in miserable heat without so much as a cup of fresh water... enough of working in fields contaminated with deadly pesticides... enough of eight years without a wage increase.

As the season began in the Coachella Valley earlier this summer, workers at the David Freedman Vineyards were the first to walk-out. Their spontaneous action triggered stoppages and slow-downs at other vineyards—resulting in the first wage increases in nearly EIGHT YEARS.

Now, the season has moved into Central and Northern California. Fueled by the momentum begun in Coachella, thousands of workers are geared for the long season

ahead.

In the San Joaquin Valley farm workers are wearing Union buttons to work and carrying flags in their cars to show their solidarity. In Salinas, OVER 7,000 workers marched to protest abusive conditions in the fields.

But workers aren't only fighting for themselves. Everyone remembers little Mirian Robles who died of leukemia last March. She was the 15th child of San Joaquin Valley farm workers to die of cancer. Her parents are convinced that pesticides are to blame—other workers fear that their own children may be next.

That's why workers have rallied behind the boycott. While wage increases may have been gained in the Coachella and San Joaquin Valleys, it's clear that lasting changes—regular wage increases, fair treatment, benefits, pesticide regulation—will only come through Union contracts. And contracts can only be won through a successful boycott.

This season's concerted activities have brought us closer to a victory.

Now, more than ever, consumer support of the boycott is critical. Worker actions have succeeded in driving grape prices down to an all time low. If consumers choose not to buy grapes, even at reduced prices, growers will definitely feel the double impact of the boycott.

Farm workers need your help. Please don't buy grapes and please let others know about the current

boycott. The grape season will only last a few months. But you can help ensure that the boycott will have lasting effects for farm workers, their children, and your own family.

To learn more about the grape boycott write for a copy of the video, "No Grapes." Please enclose \$5 to help cover production and shipping costs. Write to: United Farm Workers of America, AFL-CIO, "No Grapes" Video, P.O. Box 62, Keene, CA 93531.

UNFORTUNATELY,
THE TOXIC PESTICIDES USED ON GRAPES
CAN'T TELL THE DIFFERENCE
BETWEEN AN INSECT...

AND A CHILD.

It's tragic, because these pesticides have been known to cause birth defects, cancer, chronic illness and death. And they cannot be washed off.

Children are at the greatest risk. Thousands suffer from the effects of these

pesticides each year, yet table grape growers refuse to stop using them.

Get the whole story. Send for our video, "NO GRAPES" today.

Because a child has a right to live.

 UNITED FARM WORKERS OF AMERICA, AFL-CIO
P.O. Box 62, Keene, CA 93531

I want a fighting chance. Please send me your video, "NO GRAPES" today. (Available in VHS format only.) I am enclosing a \$5 donation to cover costs.

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

Union MasterCard rate dips to 11 percent

The interest rate charged on the Union MasterCard has dropped to a low 11 percent from 11.5 percent effective Oct. 15. A full seven points below the 18 percent national average, this annual percentage rate (APR) makes the OPEIU Union MasterCard one of the most cost-effective credit cards in the nation.

"As interest rates continue to drop, union members who use the Union MasterCard continue to reap greater savings," said OPEIU President John Kelly. "And that's certainly not the case for most other credit card holders, whose banks continue to charge

them high interest rates, even though the cost of doing business has gone down."

Members of AFL-CIO unions have saved an estimated \$250 million in financing costs by using the no-annual-fee credit cards from one of the other top 10 credit card banks.

"With an interest rate lower than any of the rates listed in an October Money magazine report [on the best no-annual-fee credit cards in the U.S.], the Union MasterCard offers value that is unsurpassed," said Kelly. "Most banks prefer to pocket the difference when interest rates drop. But with the Union MasterCard,

we insist that the savings be passed on to our members."

The Union MasterCard, now carried by 2.6 million union members and their families, offers:

- an 11 percent APR
- no annual fee
- a custom union design
- free additional cards
- no check, cash advance or ATM fees
- no liability for lost or stolen cards

An added union-only benefit allows card-carrying members to skip payments for two or three months during union-sanctioned strikes over 30 days.

The Union MasterCard also

features free personalized checks, which members are encouraged to use to pay off other higher interest cards. The amount is charged to the member's MasterCard account as a cash advance.

The new Union Master Card 11 percent APR will be in effect through Jan. 14; rates are adjusted quarterly.

The Union MasterCard is issued by the Bank of New York (Delaware); the bank's partner, Affinity Group Marketing, is responsible for marketing the card. For more information or an application, contact your union leader. The union has no involvement in credit decisions.

Other struggles and information



OPEIU fights for change

by John Kelly, International President

After 12 long years we have elected a progressive, pro-people candidate to the U.S. Presidency—Bill Clinton.

A lot of OPEIU members, officers and staff worked hard over the last few years to see this change come about. The montage here depicts just a few scenes of some of our International officers on the campaign trail.

So we begin the year 1993 with a new sense of hope and expectancy. We

are already seeing many good, caring, thinking people appointed to cabinet and other high-level positions within the Clinton Administration.

But we won't sit back on our laurels. Having given ourselves a well-deserved pat on the back, we will be closely watching to insure that Bill Clinton fulfills his promises and our dreams of change. We'll support his to the fullest when we can, oppose him when we must and lobby hard for the

interests of our members, working families, the poor, elderly and those who can't speak for themselves.

We look forward to 1993, breathing a sigh of relief, yet not holding our breaths. We still have work ahead. I look forward to joining with each and every one of you in our endeavor.

And, I wish each and every one of you a very happy New Year.



Officers and staff work for "change"



OPEIU International President John Kelly congratulates Bill Clinton on his endorsement for U.S. President.



International Vice President Carolyn Combs (Local 391) on the right appears with Carol Mosely Braun at the Illinois State AFL-CIO COPE endorsement meeting in Springfield, Illinois, on July 9, 1992. Braun was subsequently elected the first African-American woman to the U.S. Senate.

International Vice President Michael Goodwin at a fund raiser for New York candidates with actors Kim Bassinger and Alec Baldwin.



Vice President Gwen Newton (Local 30) takes the microphone to support Jack Henning's reelection as President of the California Federation of Labor. He was overwhelmingly reelected. Henning is a long-OPEIU member.

OPEIU International Vice President Kathleen Kinnick (also Education Director for the California Federation of Labor from Local 3) appears with Bill Clinton and AFL-CIO Secretary-Treasurer Thomas Donahue at the Federation Convention in July 1992 in San Francisco.



The Consumer Price Index for Canada and the U.S.

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1991 CANADA CPI	125.0	125.0	125.5	125.5	126.1	127.7	126.8	126.9	126.7	126.5	127.0	126.4
% Change from Prior Month		0.3	0.0	0.4	0.0	0.5	0.5	0.1	0.1	-0.2	-0.2	0.4
% Change from Year Earlier		6.4	5.8	6.0	6.0	6.2	6.3	5.8	5.8	5.4	4.4	4.2
1992 CANADA CPI (1986 = 100)	127.0	127.1	127.5	127.6	127.8	128.1	128.4	128.4	128.3	128.5		
% Change from Prior Month		0.5	0.1	0.3	0.1	0.2	0.2	0.0	-0.1	0.2		
% Change from Year Earlier		1.6	1.7	1.6	1.7	1.3	1.1	1.3	1.2	1.3	1.6	
1991 U.S. CPI-W	*395.4	395.7	396.1	397.1	398.5	399.6	400.0	401.0	402.8	403.2	404.5	404.5
**132.8	132.8	133.0	133.3	133.8	134.1	134.3	134.6	135.2	135.4	135.8	135.8	135.8
% Change from Prior Month		0.5	0.0	0.2	0.2	0.4	0.2	0.1	0.2	0.4	0.1	0.3
% Change from Year Earlier		5.5	5.1	4.6	4.7	4.9	4.5	4.4	3.6	3.1	2.7	2.7
1992 U.S. CPI-W	*405.2	406.2	408.1	408.9	409.9	411.4	412.1	418.3	414.5	415.8	416.5	416.5
**136.0	136.4	137.0	137.3	137.6	138.1	138.4	138.8	139.1	139.6	139.8	139.8	139.8
% Change from Prior Month		0.1	0.3	0.4	0.2	0.2	0.4	0.2	0.3	0.2	0.4	0.1
% Change from Year Earlier		2.4	2.7	3.0	3.0	2.8	3.0	3.1	3.1	2.9	3.1	2.9

* CPI-W figured on a 1967 base
 ** CPI-W figured on a 1982-84 base