



WHITE COLLAR

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

No. 442

Winter 1992

OPEIU fights for TVA legislation

The Salary Policy Employee Panel, comprising the OPEIU, SEIU, TVA Engineering Association, TVA Public Safety Service Employees Union and TVA Association of Professional Chemist and Chemical Engineers, recently went to Washington to present legislation on behalf of the Tennessee Valley Authority (TVA) employees which would provide labor legislation comparable to that enjoyed by the postal service employees.

Since TVA's inception, it has been exempted by Congress from federal

labor laws with Congress allowing the TVA board of directors the freedom to establish labor policies. Although initially, the unions and TVA enjoyed a cooperative relationship and were able to mutually resolve issues of interest to the employees, for the past decade the relationship has become adversarial and less cooperative. The unions are now lobbying Congress to remove TVA's exemption and provide legislation which would require recognition and final and binding arbitration on negotiation issues.



Pictured above are Ray Jordan, President of PSSEU; Charlie Gray, President of TVAEA; Congressman Bart Gordon; Doug Call, President of TVAAPCChE; Donna Wilson Renner, Business Representative, TVAEA; Brian Charlesworth, Panel Representative of OPEIU and Faye Orr, Chairperson of the Panel and International Representative of OPEIU.

Pay equity gain of \$800,000 won by Local 81 at McKellar Hospital

Local 81 has won more than \$800,000 for members at McKellar General Hospital in pay equity adjustments. After a lengthy dispute, reports Senior Representative Don Talarico of the Mid-Canada Council, and with the assistance of the Ontario Pay Equity Commission, Local 81 has brought predominantly female positions into line with male-dominated jobs at the hospital.

Using Ontario's new pay equity legislation OPEIU had all hospital jobs evaluated, comparing the male jobs to female jobs. The 123 OPEIU members primarily held female-dominated positions—clerical and housekeeping. Male

jobs were largely maintenance, laborers and groundskeepers.

Under terms of the new agreement, our members will average additional wage increases of \$1.00 per hour, retroactive to October 11, 1989, and another \$1.00 per hour retroactive to October 1, 1990.

"Ontario has one of the most progressive pieces of Pay equity legislation on the books—in either Canada or the United States," said International President John Kelly. "We hope to be able to eventually extend this type of protection to workers in all provinces and states."

OPEIU Local 459 wins union's top organizing award

OPEIU Local 459 in Lansing, Michigan recently won the Henderson B. Douglas Memorial Award for achievement and continuous efforts towards organizing.

The award—named for the original organizing director of the union—is given annually to one local in the United States or Canada which has shown special achievement in organizing efforts. It is the OPEIU's highest award, since organizing is the heart and soul of any trade union.

Units organized by Local 459 the past year by Service Representatives Joseph Marutiak, Chuck Wynns and Ginger Kyer include C-E-I Community Mental Health Special Part-time, Wolverine Red Cross, Med Accounts, NorthEast CMH Paraprofessionals and NorthEast CMH Professionals.

The award includes \$1,000, which the members of the local union's ex-



OPEIU International Representative Rosanna Knickerbocker presents the OPEIU organizing award to the staff of Local 459 on behalf of OPEIU.

ecutive board voted to use to fund the member's holiday party. Due to budget cutbacks, the party had been cancelled.

We congratulate Local 459, its officers, staff and members on their good work.

Gwen Newton retires from CLUW VP post; Wells to represent OPEIU

After many years representing OPEIU members as the national vice president of the Coalition of Labor Union Women, Gwen Newton has stepped down from that post to devote more time to local union affairs.

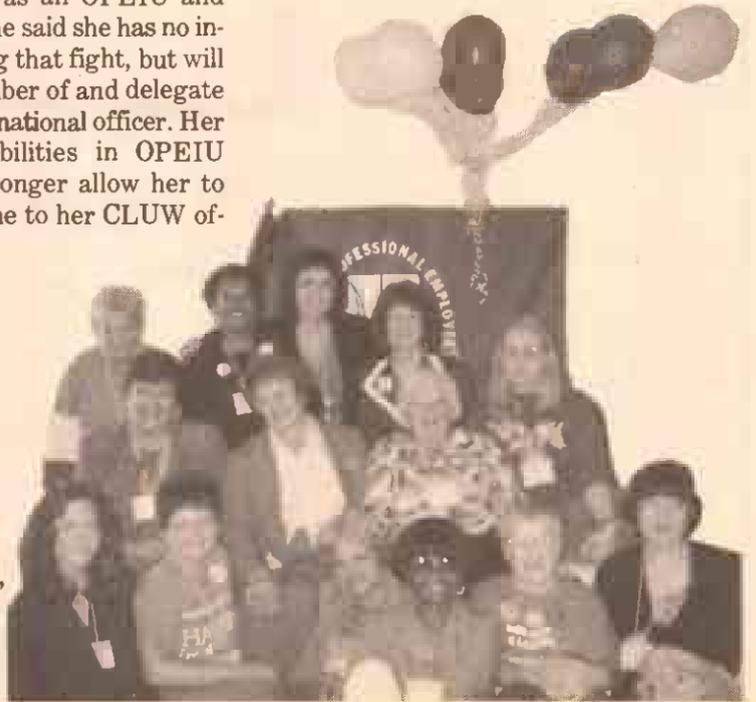
Throughout the years Newton fought for women's rights in the workplace and within the labor movement, making great strides as an OPEIU and CLUW activist. She said she has no intentions of quitting that fight, but will continue as a member of and delegate to CLUW not as a national officer. Her growing responsibilities in OPEIU Local 30 will no longer allow her to devote enough time to her CLUW of-

vice as well, she said.

As a result, Newton nominated for the position of national vice president OPEIU Education and Research Director Gwen Wells. Wells said that she has an incredibly hard act to follow after Newton, but she will try not to disappoint her or the members of OPEIU. Wells was unanimously elected

(Continued on page 7)

OPEIU delegates to the Coalition of Labor Union Convention appear here with CLUW President Joyce Miller (middle row, left) at a luncheon honoring OPEIU Vice President Gwen Newton.



Roberts 'Fights Back,' helping others do the same

Submitted by Gwen Newton, Local 30

I refuse to consider my AIDS diagnosis a death sentence," says union leader, Bill Roberts who will not allow AIDS to interrupt his life and his work.

Roberts, who negotiates union contracts for health care workers who are members of OPEIU Local 30, states,

"It's true I am now facing some health challenges that require intravenous infusions of anti-viral, antibiotic, and other drugs several times each day. But I've learned how to do my own IV's. Thanks to new state-of-the-art devices from Pharmacia Deltec, my IV equipment is no more conspicuous than carrying a book bag. I can now go about my work—negotiate contracts, present arbitration cases, and teach classes—I can go on with my life without undue interruption."

Roberts notes that as treatments improve and new drugs come on line, we are going to see more and more people like himself, who will choose to remain in the work force and learn to give themselves treatments at home or at work, treatments heretofore only administered in a medical setting by an M.D. or an R.N.

Roberts was diagnosed as having been infected with HIV, the virus that causes AIDS in 1986. In March 1987 he was told he had ARC, or AIDS Related Complex. In April 1991 he was diagnosed with HIV kidney disease and other complications that now make him "a person with AIDS."

During April he spent three weeks sitting in a doctor's office in Los Angeles for seven hours each day while IV drugs were being administered. Roberts thought, "This is crazy, I don't feel sick, and there



must be a way I can continue to work while the drugs go into my body."

Tom Buehner, a physician in San Diego at Apogee Medical Group, told him there was a way. Bill was admitted to Hillside Hospital and Dr. Buehner placed a Groshong Catheter in Bill's chest. The device creates a direct IV line into a main vein by his heart. It enables Bill to administer IV medications to himself.

"The hardest thing for people to grasp about me," states Roberts, "is that although I do have AIDS and do require treatment, I am not sick. It's not always

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 Newton for the article submitted here.

Newton, however, has asked that the \$25 be donated to the Union's political action fund—Voice of the Electorate.

Happy hunting, bounty hunters.

easy to fight back against this disease and win. But it can be done. My goal is to let others facing the challenge of HIV know that it is not hopeless."

In addition to his full-time job with OPEIU, Roberts volunteers to serve on the Board of Directors of the San Diego Community Research Group. He oversees CRG's Educational programs and is co-author of *Fight Back Against HIV!*, a nine-hour AIDS survival course presented by CRG at the UCSD Medical Center for the past 21 months.

Over 1,200 HIV-infected students have gone through Roberts' "Fight Back" class where they learn to increase their chances for survival. The "Fight Back" classes are free and are open to all those who test HIV positive as well as those with ARC and AIDS and their significant others. The "Fight Back" program teaches that HIV can be a treatable, manageable disease if the patients are willing to take some responsibility for their health and well-being.

CRG is a member of the AmFAR, Community-Based Clinical Trials Network. In addition to its educational programs, the non-profit community-based organization conducts medical research on high-potential treatments for people with HIV disease.

This card for OPEIU was designed by Debbie Slatter, member of OPEIU Local 11 in Portland, Oregon. Slatter won the Card Contest for this design.



*With every good Wish
for your Happiness this Holiday Season*

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INTERNATIONAL UNION
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Managing Editor



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Work and Health
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Hazardous Waste At Home

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

Director, Western Institute for
Occupational/Environmental Sciences

What do these things have in common:
Household cleaners, gardening and automotive
supplies, hobby materials, old medicines?

They are all examples of common household waste that are hard to get rid of responsibly.

If you dump them, they can seep into water supplies.

If you burn them, they can pollute the air.

It's also illegal in many localities to dispose of liquid waste by pouring it into storm drains or sewage systems.

And many municipalities are tightening the rules on what can be sent to the local garbage dump or landfill.

So, what can you do if you don't want your garage or storeroom or basement to become a hazardous waste site?

Here are some suggestions from the editors of the *Wellness Letter*, published by the University of California at Berkeley:

—*Household cleaners containing lye (sodium hydroxide) or amonia.* These can be washed down the drain with lots of water if you have a large sewage system. Rinse the containers well. Be careful if you're mixing water with lye—it can spatter in your eyes. Never mix chlorine bleaches with products containing amonia. The combination gives off a toxic nerve gas.

—*Automotive supplies (motor oil, antifreeze, transmission fluids, car wax).* Many automotive chemicals are toxic if their vapors are inhaled or if they are absorbed through the skin.

First, see if your filling station or automotive store will accept labeled containers of used fluids. If not, try to find an oil recycling station. Your state highway department may be able to provide an address. As a last resort, pour the fluids into a container filled with sawdust or cat litter, seal it and put it in the trash.

—*Insecticides.* See if a neighbor can use whatever you have left over. Otherwise, store them safely, out of the reach of children or pets, until you can deliver them to a hazardous waste collection program. If your community has none, you might consider starting such a center through your state's hazardous waste agency. Empty insecticide containers should be rinsed three times before discarding them.

—*Painting supplies (paint, thinner, turpentine, mineral spirits).* Again, try to give paint to someone who can use it. Oil or latex paint can be allowed to dry out in opened cans, then disposed of as trash.

Thinners and other painting supplies are usually flammable, may contain cancer-causing chemicals, and are highly toxic. They should be sealed tightly in the original containers and delivered to a hazardous waste collection program.

—*Batteries.* Battery acids are corrosive and can burn your skin. Usually you can trade in the old battery or return it to the dealer. Small batteries contain lead or mercury, both which are highly toxic. They should not be incinerated.

If you have collected a number of those small button batteries—the kind that come out of watches and cameras—you may be able to dispose of them at a hearing aid center or a hospital. Until you can dispose them properly, keep these small batteries out of children's hands because they may swallow them.

—*Outdated medicines.* Unlike some of the leftovers you might share with neighbors or friends, never give medicines to someone else—neither prescription nor over-the-counter preparations. Unused and out of date medicines should be flushed down the toilet, and bottles rinsed before discarded.



Washington Window

The fire that didn't happen

The House labor panel that heard the grim story of the fire that took 25 lives in a Hamlet, N.C. chicken processing plant on Sept. 3 also heard a good news story about the fire that never happened in a chicken processing plant 90 miles to the north in Reidsville, N.C.

The Imperial Food Products plant in Hamlet was an accident waiting to happen. In fact, two minor fires had occurred in the plant, where no federal, state or local government agency ever checked on safety in its 11 years of operation.

Bobby Quick, a plant maintenance worker, told the House Education and Labor Committee that he and his co-workers were afraid to take their concern to management about the obvious fire hazard of locked exits. "Nothing you said mattered to them. Get the product out—that's all they cared about," he testified.

Before the accident, Quick said the plant manager rushed an inexperienced maintenance worker to fix the hydraulic line to the 26-foot-long deep fryer. "I don't care, just get it fixed—we're losing money," Quick noted the manager as saying.

There were 90 workers on the morning shift when the flash fire and deadly smoke raced through the plant after a hydraulic line ruptured, spewing motor oil into flames heating the deep fryer. In addition to the 25 killed, some 45 were hospitalized for smoke inhalation and other injuries.

Loretta Goodwin, a packer, said she didn't even know that fire exits were locked until the day of the tragedy. She said there had never been a fire drill nor any safety instruction.

The panel heard a very different story from Tom LaNier, a worker at the Equity Meats plant in Reidsville. To an outsider, the Hamlet and Reidsville plants look very much alike. Inside, they couldn't be more different.

LaNier and his co-workers are union and that's where the differences begin. They are proud members of Food and Commercial Workers Local 204.

"In my plant, we have a strong health and safety committee," LaNier testified. "We've had the committee for eight years, but in our last round of negotiations, the workers in the union pushed to get it strengthened to make it a more effective vehicle to get results. We know that OSHA doesn't come around and police too often, and companies cannot be allowed to police themselves."

"We have five members from the union and

five from management. We have the right to inspect the plant, to meet once a month, and to investigate all accidents to make sure the unsafe conditions are corrected. We take the offensive by using a 'detect and correct' approach to hazards found in the plant.

"We have fire drills so everyone knows where the exits are. The safety committee makes sure the company keeps all our exits unlocked and well marked. We also have a number of safety devices in the fryer room designed to extinguish or contain a fire should one occur. These include automatic shut-off devices and sprinkler systems," both absent from the Hamlet plant.

"I am a fryer operator, which means I deal with the vats of oil that cook the chicken, the same equipment that exploded with fire in the Hamlet plant," LaNier continued. "The horror of the fire was made worse when you realize it could have been prevented.

"We need a strong OSHA and strong laws to protect workers in this area. I was shocked to hear our state commissioner of labor say on the radio that it would take 75 years to reach all the workplaces in the state. I was equally shocked to hear from federal OSHA that poultry is not one of the high-risk worksites that gets the most attention. According to the government, one in five poultry workers suffers a serious work-related injury or illness every year. If that is not high hazard, what is?"

"We are lucky to have a union at my plant since North Carolina doesn't really like unions. Not only are our working conditions better because we are able to have a safety committee, but our wages are better. The lowest wage in our plant is \$9, compared to \$4.50 in Hamlet," LaNier told the committee.

Committee Chairman William Ford (D-Mich.) said the tragedy in Hamlet enhances prospects for enactment of his H.R. 3160, the Comprehensive Occupational Safety and Health Reform Act. A key part of the bill, and its Senate counterpart sponsored by Edward M. Kennedy (D-Mass.), would require employers to develop a worksite safety and health program, and give workers a voice through joint safety and health committees like the one in Reidsville.

LaNier urged the legislators to pass H.R. 3160 "to give workers a chance to go to work and come home alive." As panel member John F. Reed (D-R.I.) put it, "Workers need a voice when they're alive, not a eulogy when they die."

OPEIU winds up regional conference schedule

The fall regional education conferences continued with a focus on grievance handling and collective bargaining, as had the spring 1991 conferences.

Participants attended classes in collective bargaining, receiving a thorough overview of the negotiations process: the legal background for bargaining, goal-setting (contract proposals), selecting and working in committees, bargaining skills and techniques.

Or, the delegates attended grievance handling, where they learned to administer the contract and to better defend the rights of our members on the job. In effect, they learned to be more effective shop stewards—the union's first line of defense. They learned the steps of the grievance process, how to recognize a grievance versus a complaint, confer with the supervisor, their legal rights and much more.

Participants in both classes participated in role-playing, individual and small group exercises. Mock grievance handling and negotiations sessions were highlights of the respective classes where the students learned representational techniques and then practiced what they had learned. Judging from the evaluations, they found the exercises stimulating, challenging and fun.

In most regions the conference aimed at entry level shop stewards and bargaining committee members, although there were some exceptions. For instance, at the Midwest Canadian Conference, sessions were offered on advanced bargaining and steward training as well. The Northeast conference advanced bargaining session focused on corporate campaigns.

The increased participation in this year's conferences was indicative of the popularity of the nuts-and-bolts training, as well as scheduling the conferences on weekends rather than weekdays.

Northeast regional conference

This year the Northeast regional conference took place in Boston, Massachusetts, from September 6 to 8, 1991. Training was conducted by Erica Bronstein and Pat Reeve from the UMass Boston Labor Studies Program, Patricia Greenfield and Dale Melcher from UMass Amherst, and Rand Wilson of the Labor Resource Center.

The 75 delegates attending came from Locals 2 (Washington, DC); 6 (Boston, MA); 32 (Newark, NJ); 106 (Groton, CT); 153 (New York, NY); 180 (Massena, NY); 210 (New York, NY); 247 (Holyoke, MA); 269 (Chicopee, MA); 345 (Berlin, NH); 376 (E. Hartford, CT); 426 (Bristol Town, PA); 453 (Boston); 471 (Brownsville, PA); 513 (Elyria, OH); 555 (Bucksport, ME); and 600 (Boston).

Representing the International

Union were International President John Kelly; Vice Presidents Michael Goodwin, James Mahoney and Patrick Tully; Education Director Gwen Wells; and International Representative Chuck McDermott.

Erie regional conference

From September 20 to 22, 1991, the 75 delegates from the Erie region met in Detroit, Michigan for the training sessions. Classes were led by professional teaching staff Neil VandeVord, Betty Barrett and Lorene Randall from Michigan State University.

The local union officers, staff and shop stewards represented OPEIU members from three states—Michigan, Ohio and West Virginia. Specifically they came from Locals 10 (Detroit, MI); 17 (Cleveland, OH); 19 (Toledo, OH); 42 (Detroit); 67 (Charleston, WV); 339 (Akron, OH); 393 (Flint, MI); 422 (Chillicothe, OH); 459 (Lansing, MI); 494 (Detroit); 513 (Elyria, OH) and 1794 (Warren, OH).

International President John Kelly, Education Director Gwen Wells and International Representatives Curtis Dismukes and Jay Porcaro represented the International Union at the conference.

North Central regional conference

Participants in the North Central conference met in Milwaukee, Wisconsin, October 18 to 20, 1991. The nearly 100 officers, staff and stewards came from Locals 1 (Indianapolis, IN); 9 (Milwaukee, WI); 12 (Minneapolis-St. Paul, MN); 28 (Chicago, IL); 35 (Milwaukee); 39 (Madison, WI); 53 (Omaha, NE); 85 (Milwaukee); 95 (Wisconsin Rapids, WI); 391 (Chicago); 444 (Galesburg, IL); 498 (Cudahy, WI); 494 (Detroit, MI); 515 (Clintonville, WI) and 787 (Milwaukee).

Representing the International Union at the conference were International President John Kelly, Vice Presidents Carolyn Combs and Michael Walker, Education Director Gwen Wells, and Representatives Rosanna Knickerbocker and Bonnie Strauss.

Professors from the University of Wisconsin School for Workers led the discussions. They were Irv Brotslaw, Frank Emspak, Robert Wright and Maurice Better. International Representative Michael Walker and Local 35 Representative Judy Burnick assisted in the introductions of both training sessions.

Midwest Canadian conference

Midwest Canada held its conference November 1 to 2, 1991, in Thunder Bay, Ontario. Sessions were offered on Levels I and II of both steward training and collective bargaining. Instructors from the Canadian Labour Congress were Linda Kuisisto, Dave Devine, Curtis McSweeney and Ralph Ortlieb.



Delegates to the Northeast Conference brainstorm in small groups on coordinated campaign issues. Seated in the front are International Vice Presidents Michael Goodwin and Patrick Tully.



The approximately 100 delegates to the North Central Conference in Milwaukee, Wisconsin, meet in plenary session.



Erie Conference delegates meet in two simultaneous training sessions: Collective Bargaining...



...and Grievance Handling

Laurel Nursing Home workers gain first OPEIU contract

The new OPEIU members at recently organized Laurel Nursing Home in Uniontown, Pennsylvania, won wage increases five times that of prior years in their first OPEIU contract, said International Representative Pat Jeney.

The members, who serve in all nonprofessional jobs (including licensed practical nurse positions) at the facility, also won many other benefits.

For the first time they have the protection of grievance and arbitration machinery to settle disputes with employers. They have a union security and dues deduction clause to protect their new union.

They for the first time have

won:

- wage differentials for weekend work;
- an increase in all starting levels;
- payment for all unused sick leave over six days;
- coverage for vision care;
- pro-rated benefits for part-time workers; and
- no increase in employee contributions to health coverage, although all other facilities owned by this company have doubled their employees' contribution rate.

"We are very proud of our new agreement," Jeney said, "and are very excited to welcome these new members to OPEIU."

OPEIU delegates attend ICFTU 5th World Women's Conference



The nearly 500 conference delegates included OPEIU Regional Director June Cassey, Nancy Riche from the Canadian Labour Congress, Vice President of OPEIU Local 57 Carole Haywood who is also a Vice President at the Quebec Federation of Labour, and OPEIU Vice President Cheryl Barber.



Local members ratify their first OPEIU contract at Laurel Nursing Home.

Union women from 80 nations gathered in Ottawa, Canada in April for the most extensive international meeting of women trade unionists ever held, the ICFTU 5th World Women's Conference.

The International Confederation of Free Trade Unions (ICFTU) has 144 affiliated organizations in 101 countries. The ICFTU

is a confederation of national trade union centres, each of which groups together trade unions of that particular country.

Three main themes discussed at the conference were: the empowerment of women in society; claiming their worth in the workplace and recognition of women's economic status; and the full integration of women in unions.

New assistant to Canadian director appointed

Francine Doyon is the newly-appointed Assistant to the OPEIU Canadian Director in Montreal.

Doyon will assist Canadian Director Michel Lajeunesse with administrative work, do translations including the Canadian White Collar newspaper, and develop a library of information about major issues such as pay equity, arbitration cases and jurisprudence for OPEIU locals.



Elections held for Canadian committee

Two new members were elected to the Canadian Consultative Committee during the fifth triennial Canadian Convention of the Office & Professional Employees' International Union held in Ottawa.

The new CCC members are Jane Norris from Local 15 in Vancouver who will represent Region VIII and Fatima Bhyat from Local

550 in Willowdale who will represent Region X.

CCC officers who were re-elected include Terry Herrett of Local 378 in Vancouver for Region VIII, Dave Miller of Local 397 Regina for Region IX and Mary Garbutt of Local 81 in Thunder Bay for Region X, as well as Maurice LaPlante, Local 57 and Yvon C. Rivard of Local 434 for

Region I.

The CCC is made up of four vice-presidents and seven regional officers representing four regions in Canada. One of the four vice-presidents is elected at the International convention by Canadian delegates present to be the Canadian Director. Our current Canadian Director is Michel Lajeunesse of Local 57 in Montreal.



At the OPEIU Canadian convention held in Ottawa, Canadian Consultative Committee members took an oath of office from Canadian Director Michel Lajeunesse shown at the right. International Secretary Treasurer Gilles Beaugard is standing on the far left.

Local Unions in the News

WINNERS

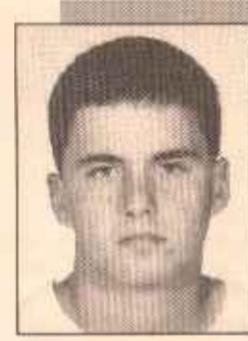
Scholarships help families



Award winner: Holly F. Carr
OPEIU member (relation): Mary L. Carr, mother
 Local 73,
 Jacksonville, Florida
School attending: Florida State University



Award winner: Howard Ron Epstein
OPEIU member (relation): Carol Epstein, mother
 Local 153,
 New York, New York
School attending: Washington University in St. Louis



Award winner: Michael J. Griffin
OPEIU member (relation): Jane M. Griffin, mother
 Local 32,
 Newark, New Jersey
School attending: University of Virginia



Award winner: Benny John
OPEIU member (relation): Abraham John, father
 Local 531,
 Northlake, Illinois
School attending: University of Chicago



Award winner: Seth Ari Limmer
OPEIU member (relation): Rochelle Lynn Limmer, mother
 Local 210,
 New York, New York
School attending: Harvard University



Award winner: Bradley V. Pohl
OPEIU member (relation): Mary R. Pohl, mother
 Local 459,
 Lansing, Michigan
School attending: Central Michigan University



Award winner: Christina Lynn Smock
OPEIU member (relation): Pamela S. Morris, mother
 Local 11,
 Portland, Oregon
School attending: Gonzaga University, Washington State



Award winner: Lara M. Toth
OPEIU member (relation): Frances M. Toth, mother
 Local 459,
 Lansing, Michigan
School attending: Michigan State University



Award winner: Michael Torre
OPEIU member (relation): Sharon A. Torre, mother
 Local 3,
 San Francisco, California
School attending: Columbia University and the Julliard School of Music

Four Canadian scholarship winners get \$1,000 each

Four OPEIU scholarship winners from across Canada have been chosen for 1991. The program is offered by our international union to help OPEIU members or their families attend an accredited university or college in Canada.

Scholarships of \$1,000 each, one per region, were awarded each year for a maximum of four years to the following winners:

Isabelle Blanchard of Local 434—Region I—Newfoundland, Prince Edward Island, Nova Scotia, New Brunswick and Quebec.

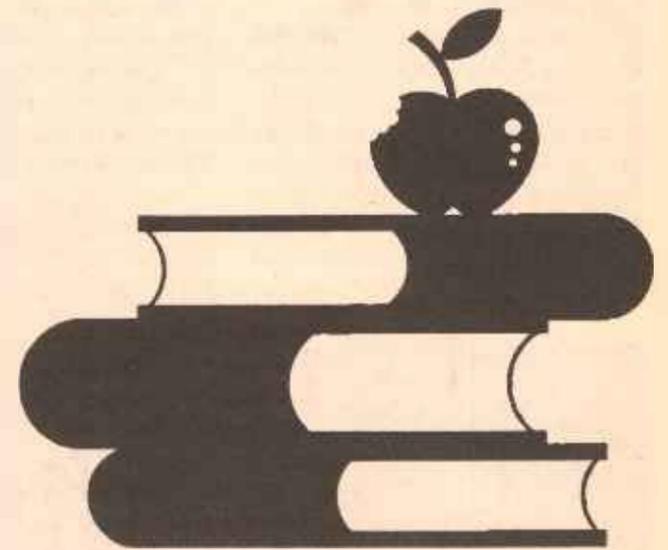
Kirsty Sarah Light of Local 15—Region VIII—Yukon and British Columbia.

James Munro—Region IX—Northwest Territories, Alberta, Saskatchewan and Manitoba.

Carole LeBlanc of Local 491—Region X—Ontario.

Winners must be a member of the OPEIU for a minimum period of one year; or the son, daughter, stepchild or legally adopted child of an OPEIU member whom is in good standing for a minimum period of one year.

They must be either entering or presently in college, university or a recognized technical or vocational post-secondary school as a full-time student, and not be receiving a scholarship, bursary or grant from any other source.



The OPEIU 1991 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 1992 scholarships. Details and regulations for the contest appear on the facing page. Good luck to all applicants.

Gwen Newton

(Continued from page 1)

by acclamation by the more than 1,000 union men and women attending the Sixth Biennial Convention of CLUW in Pittsburgh, Pennsylvania on October 5 to 7, 1991.

Focusing on the theme of the empowerment of women through unionization, speakers and the resolutions passed by the Convention indicated a firm commitment to fulfilling the needs of women workers. Today, women make up about 50 percent of the workforce.

Foremost among the issues and initiatives discussed were the standards necessary in the areas of family leave, health insurance, child care and pay equity. Furthermore, much criticism was directed towards the policies of the Reagan and Bush administrations which have failed to uphold acceptable standards of working and living conditions for Americans.

"Unionization is the most empowering way a working woman can improve her economic life. Union membership is more effective in raising the wages of low income workers than education, job training or work experience," said CLUW President Joyce Miller.



OPEIU Vice President Gwen Newton appears on the CLUW officers' dais with UAW representative Odessa Komar.

The delegates passed resolutions on the issues of national health care, child care, the reaffirmation of affirmative action programs in the workplace and unions, and sexual harassment and which condemned exploitation of immigrant workers. In addition, the tragic incident at Hamlet reinforced CLUW's commitment to necessary OSHA reforms.



Newly elected CLUW National Vice President Gwen Wells (OPEIU Education and Research Director) appears with the other members of the CLUW Officers Council (second from the right, standing).



Millie Hall (center) from OPEIU Local 494 in Detroit, Michigan received an award from CLUW for her legislative work in the Detroit CLUW Chapter. Presenting the award are CLUW President Joyce Miller (left) and OPEIU Vice President Gwen Newton.



If you're trying to solve the mysteries of how to win job fairness & family security...

Try using these CLUWs.

Everyone knows that a secure family depends on a secure job with fair wages and working conditions. The psychological and emotional pressures of unemployment, low pay, and job discrimination often can lead to trouble at home.

Your union can do a lot to help. But it can't do everything alone. That's why there's a support organization of women and men that fights alongside your union to win the conditions at work that make for security at home. You need its help; it needs yours.

What is it? Try these CLUWs:
CLUW No. 1: Since its founding in 1974, this group has fought through your union to abolish sex- and race-based wage discrimination.



Forging Change For a New Generation of Families, Workers, & Unions.

CLUW No. 2: This organization leads the fight for decent child-care facilities for working parents. Without them, one or another spouse often is denied the right to a job.

CLUW No. 3: The more workers in our unions, the stronger we are at the bargaining table. Through its organizing efforts, this group has helped thousands of new workers join unions.

CLUW No. 4: Leadership counts. This group uses training and other programs to help women become active and advance to positions of leadership in their unions.

CLUW No. 5: What's won in bargaining can be lost in Congress. This group has worn a path to Capitol Hill and state legislatures to fight for pregnancy disability coverage, a decent minimum wage, pay equity, child care options, safe workplaces, and other laws that benefit all workers.

Still not sure of the solution? Here's a final CLUW — the *Coalition of Labor Union Women*, fighting for job equity and family security for over 10 years and growing stronger year by year.

CLUW's for you. And you can get with it. Contact your local union women's committee, your local CLUW chapter, or write CLUW, the Coalition of Labor Union Women, 15 Union Square, New York, N.Y. 10003.

Use This CLUW Card To Join Us Now!

COALITION OF LABOR UNION WOMEN Application For National Membership

Name _____

Address _____

Phone: (H) _____ (W) _____

International Union _____ Local Union _____

FOR NATIONAL TREASURER'S USE ONLY

Membership Card No _____ Date Sent _____

National Treasurer's Signature _____

National membership in CLUW is good for one full year from date of issuance of membership card by National Treasurer

I would like to join CLUW as a: (check one)

Regular Member—\$20 () Contributing Member—\$25 ()

Supporting Member—\$50 () Sustaining Member—\$100 ()

Retiree Member—\$10 ()

Position held in Union: _____

I am a member of a bona fide collective bargaining organization

Signature _____

Attach your check to this card, enclose in envelope and mail to:

Gloria Johnson, Treasurer, CLUW
 c/o IUE, 1126 16th St. NW
 Wash., D.C. 20036





Reflections on a Supreme Court case

by John Kelly, International President

A few weeks ago, I met with the General Counsel Joseph Finley, Associate Counsel and International Representative Fay Orr. It was a day for mixed emotions.

That cold January day we were due to appear in the Supreme Court to argue a case that started early one morning at an airport in Chattanooga, Tennessee.

All of these memories started to come back as Orr, Secretary-Treasurer Gilles Beauregard and Vice-President Sheridan accompanied me up the steps of the Court.

For those of you that have not had the opportunity to be in the Court, it is a very impressive building—as it should be—heavy with marble, bronze and wood.

After passing through security and having your name checked, you are led into the courtroom, which surprisingly is not very large.

As I sat down my mind went back to that morning in Chattanooga, there the then-International Staff Representative Charlie Harris told me about the statistics he had reviewed which showed an overwhelmingly number of OPEIU members in the lower grades of the TVA wage structure.

I asked if those figures could bear scrutiny, and he assured me they would. I asked Charlie, "What can we do to change this?" After discussion, it was decided that we could undertake legal action on our members' behalf. Charlie said that he realized this could be a costly procedure; but that the present structure was not fair.

I remember saying words to the effect "but that is what the OPEIU is for: to eliminate unfair conditions." We decided to go ahead with the lawsuits. As you know, ultimately we were able to secure \$5 million dollars for our members.

The White Collar headline should have been: "Members Wronged, Union Representation Results in Wrongs Being Righted." And that should have ended it. But, that was not the end.

Sitting in the Court, I remembered how TVA withheld taxes from our members' awards. We argued that these weren't wages that should be taxed. So, once again, the union went to the courts, stating that money did not belong to Internal Revenue but rather to our members. We appealed all the way to the appellate court where we eventually won.

However, Internal Revenue Services appealed that decision. Now the morning of Tuesday, January 21, 1992, we were sitting waiting for those nine high-backed leather chairs to be filled. At exactly 10 o'clock, a marshal announced the opening of the Court and the eight justices and the chief justice filed onto the bench. Our members' fate was now in their hands.

Nine individuals had this power over us. The government—the I.R.S.—had 30 minutes, including questions, to present its case. Our General Counsel had 30 minutes to present our members' case.

When that hour came, I sat for a few more minutes thinking of the political process that brings the justices to the Court.

They are appointed through a political process, and they serve for life because of that political process.

I thought about the fact that the election for the President held every four years does not address the issues that affect us. We are more involved now in sound bites, catchy slogans and gimmicks.

Since 1980 a majority of the Supreme Court seemed to have been selected because of their political philosophy. I wonder how they feel about our members and their plight. Can they identify with the rights of working people? Can they understand that our members were discriminated against for years and that they should not be required to have the monies rightly received diminished?

I also thought how ironic it was to see the government fighting to take money back from working people while sending millions to the rest of the world.

I know that justices are required to base their decision on interpretation of the law, but I wonder if maybe enough of them are thinking that the government in this case was simply unfair.

General Counsel Finley informed us when we gathered on the steps of the Court that we could expect a decision sometime after April and definitely before the Court recesses in July.

A decision in our favor will have a far reaching impact on all discrimination awards—for sex, race, age, etc. You will learn the results as soon as we know them.

After I wrote this column, the Supreme Court in a decision by Justice Thomas severely limited the way unions can distribute leaflets in organizing campaigns. We no longer can distribute in shopping malls on private property. We will share further information on this after we had a chance to read the decision.

Kinnick represents OPEIU at international conference

Kathleen Kinnick, International Vice President of OPEIU, represented the union at the recent 22nd World Congress of FIET—the International Federation of Commercial, Clerical, Professional and Technical Employees. FIET is an organization of trade unions representing white collar workers worldwide. Delegates met in San Francisco August 1991.

Kinnick also represented OPEIU at the FIET World Women's Conference. The conference got underway with welcoming speeches by Phillip J. Jennings, FIET acting general secretary; Irene Sundelin of Sweden, president of FIET's Working Women's Group; and Diane Feinstein, former mayor of San Francisco and candidate for U.S. Senate.

Delegates also marched by the hundreds from the conference hotel to Union Square for a rally in support of justice for janitors at Apple Computer Corp. in the Silicon Valley.



OPEIU General Counsel Joe Finley (second from the left) argued the union's case for tax exempt discrimination awards before the U.S. Supreme Court. With him before the Court are (left-to-right) International President John Kelly, International Representative at TVA Faye Orr, Vice President James Sheridan and Secretary-Treasurer Gilles Beauregard.

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

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1990 CANADA CPI (1986 = 100)	117.0	117.7	118.1	118.1	118.7	119.2	119.8	119.9	120.2	121.2	121.9	121.8
% Change from Prior Month	0.9	0.6	0.3	0.0	0.5	0.4	0.5	0.1	0.2	0.0	0.6	0.0
% Change from Year Earlier	5.2	5.2	5.0	4.7	4.2	4.1	4.0	4.0	4.1	4.5	4.8	4.8
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	-0.5
% 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	3.8
1990 U.S. CPI-W	*375.0 **125.9	376.6 126.4	378.5 127.1	379.2 127.3	379.9 127.5	382.1 128.3	383.4 128.7	386.9 129.9	390.5 131.1	393.0 131.9	393.8 132.2	393.8 132.2
% Change from Prior Month	1.0	0.4	0.6	0.2	0.2	0.6	0.3	0.9	0.9	0.6	0.2	0.0
% Change from Year Earlier	5.2	5.2	5.2	4.5	4.1	4.5	4.5	5.4	6.1	6.2	6.3	6.1
1991 U.S. CPI-W	*395.4 **132.8	395.7 132.8	396.1 133.0	397.1 133.3	398.5 133.8	399.6 134.1	400.0 134.3	401.0 134.6	402.8 135.2	403.2 135.4	404.5 135.8	404.5 135.8
% 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	0.0
% 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	2.7

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