Organizing Victories On The Rise

Sea-Land Shipping Members Win Record-Setting Job Guarantees

In a ground-breaking development, the Office and Professional Employees International Union (AFL-CIO) has won a labor contract that guarantees jobs for OPEIU members at Sea-Land Corporation, announced OPEIU International President John Kelly.

Kelly said that under the terms of the previous Sea-Land agreement, the company relocated nearly 300 jobs to the non-union ports of Charlotte, North Carolina and Dallas, Texas.

"As a result job security became our number one issue. After all, we now have a union wage at Sea-Land of $21.27 per hour and theoretically we might negotiate up to $25 with vastly improved fringe benefits. But what good would it do, if there were no jobs left," Kelly said.

This new job security clause — unprecedented in shipping and most industries for administrative and clerical employees — covers the 401 most senior employees who will remain at their respective ports after the relocations are completed, he explained.

The ports and local unions covered by the contract are Oakland, California (Local 29); Jacksonville, Florida (Local 73); New Orleans, Louisiana (Local 403); Houston, Texas (Local 129); Elizabeth, New Jersey and Charleston, West Virginia (Local 158); Baltimore, Maryland and Portsmouth, Virginia (Local 2); San Juan, Puerto Rico (Local 506); and Seattle/Tacoma, Washington (Local 8).

Members from all ports voted overwhelmingly Tuesday, December 15 and Wednesday, December 16 to ratify the contract, which will expire August 31, 1996.

OPEIU and Sea-Land negotiated the agreement under the auspices of the Federal Mediation and Conciliation Service over a three-month period, September to December 1992. The contract additionally provides annual wage increases of 3 percent starting September 1, 1993, and cost-of-living adjustments on a periodic basis.

(Continued on page 4)

Locals 3 and 29 Take on Bank of America

Local 3 of San Francisco and Local 29 of Oakland announced a joint campaign to organize Bank of America employees in California after the Bank disclosed its plan to turn thousands of jobs into part-time positions and deprive the affected employees of medical coverage and other benefits.

The campaign is aimed at helping employees defend themselves, OPEIU International Vice President Kathleen Kinnick said. She said that interest is also high in unionization because the Bank has said it will layoff thousands of additional workers in the wake of its merger with Security Pacific.

"Bank’s long have been heartless in their treatment of employees," Kinnick, who is also president of Local 3, added. "But recent actions by Bank of America, coming on top of BofA’s report that it earned a profit of $1.5 billion in 1992, demonstrates flagrant disregard not only for the welfare of its employees but also for the communities it serves."

Only through collective action can bank workers gain an effective voice and the strength to protect their jobs and benefits, Kinnick said, adding that OPEIU representatives are providing assistance and direction.

Targeted in San Francisco this week were BofA facilities in the downtown and financial districts of San Francisco. The organizing effort is scheduled to extend to outlying branches soon.

In the Eastbay region, Bank of America employees have been meeting with OPEIU representatives. Similar efforts are continuing in Pleasanton, Concord and Sacramento.

Nancy Wohlforth, vice representative for Local 3, is spearheading the drive in San Francisco.

Dick Delaney, OPEIU international representative working from Local 29, is leading the drive in the Eastbay.

State Fed calls for B of A boycott

The locals also are urging California AFL-CIO unions, councils and union members to withdraw funds from Bank of America in response to the Bank’s layoffs and benefit cutbacks.
The two letters here illustrate the benefits of unionization as well as the compassion and generosity displayed by union members and officers to each other.

Solidarity Works!
Washington Window

It Doesn't Take a Rocket Scientist ...

As a rocket scientist directly responsible for sending men to the Moon and bringing them back safely, Casey Patelski was paid to imagine the worst possible scenarios and prevent them from happening.

But Patelski, who retired last June at age 62 after 28 years at McDonnell Douglas, never dreamed of a scenario in which he would be sitting before a Senate panel in a wheelchair, venting anger and fear about the possibility of financial ruin and going on public assistance to pay for medical care.

Last October, Patelski and other retired McDonnell Douglas employees were shocked when the aerospace giant announced that it was terminating non-union retiree health benefits in 1997. The firm gave these retirees a one-time payment of $18,000, which it contends will cover health insurance premiums through 1996. Instead of using its own money for the $18,000 payroll, it raided the employee pension fund “surplus,” which otherwise could have been used for pensioners’ cost-of-living adjustments.

McDonnell Douglas now is threatening to impose the same health “plan” on its union workers and retirees.

“I feel betrayed,” Patelski told a joint meeting of Senate Labor Committee and Senate Finance Committee subcommittees. “I feel I’ve been cheated out of my health insurance. Although this maneuver benefits the corporate bottom line, it does so only at the expense of its retirees — people like me who devoted our careers to working to benefit the company and the country.”

Patelski was project engineering manager for crew systems design and launch of the Skylab Space Station. He was managing director of Houston Mission Control for the Apollo Saturn Moon Program. He manned the flight consoles for the moon flights.

He had told the firm he would accept a package deal. The firm had promised him, in its brochure handouts and in his retirement interview, that he and his wife would get lifetime health benefits. “When we were planning our retirement, we knew we wouldn’t have to worry about health care costs.”

In the 1960s and 70s, he resisted the lure of higher pay at other firms, opting for the security of McDonnell Douglas’ good pension and health care benefits when he retired. At age 48, he had contracted polio. Although long recovered, he feared a possible recurrence. Two years ago, his legs began to weaken. He now gets around by wheelchair.

“Simple do not know what the long-term outlook is on my medical condition, but it doesn’t take a rocket scientist, which I happen to be — to realize that I am going to have continuing medical costs,” Patelski told the Senators.

“I doubt that a person like me is going to be able to obtain health insurance or, if we can, I bet that the cost will be prohibitive,” he added.

He said that while Medicare will help to a degree, his wife, 53, won’t be eligible for many years. “We now live under the constant fear that something will happen to us that will erode our financial resources and make us dependent on public assistance,” he said. “This should not and need not have happened.”

Patelski noted that more than half of McDonnell Douglas’ business comes from government contracts. “This is why I think it is important for Congress to pay particular attention to what this company is doing and to work to prevent companies, especially those that get so much work from the government, from breaking their promises to employees.”

McDonnell Douglas is among a rapidly increasing number of firms, particularly manufacturers, which have been eliminating or sharply reducing health benefits for future and current retirees.

Several factors underlie this disturbing trend. But the common thread is skyrocketing health care costs, a problem that has moved to the top of the nation’s political agenda.

Another reason is the growing number of retirees in relation to the active workers who support retiree benefits through their deferred wages. This situation is especially prevalent in the manufacturing sector. A third factor is a new accounting rule under which companies must include in their profit and loss reports the future costs of funding retirees’ health benefits.

A number of legislative remedies have been suggested, including lowering the Medicare retirement age to 60, and making health coverage a vested right under the Employee Retirement Income Security Act.

But all agree that the only sure and lasting cure is comprehensive health care reform.

Work and Health

by Dr. Phillip L. Polkoff

Late-Life Alcoholism

Late-life alcoholism — heavy drinking that begins around age 40 or after — appears to be on the rise. It’s a problem that has been underreported as parents, teachers, health authorities and others concentrated their worries on the increase in teenage drinking and its tragic consequences.

Now, it’s the older alcohol abusers who are causing concern, and this concern probably will increase as the population ages.

The government estimates that the number of problem drinkers over age 65 is roughly somewhere between 2 and 10 percent. That would mean half a million to 2.5 million Americans.

Late-life alcohol abuse can be traumatically insidious. As a person gets older, physical changes occur that decrease tolerance and intensify the effects of alcohol in the body. Alcohol in the bloodstream remains at higher levels over a longer period of time than it does in a young person.

The result is quicker and longer-lasting intoxication.

Because every person is different, it’s impossible to draw a precise line about what constitutes drinking that’s getting perilously close to the edge of abuse. Some experts consider three to four drinks a day on a regular basis as heavy drinking. But even moderate drinkers may fall unwittingly into the alcohol trap.

Vicki Schmall, Ph.D., a specialist in gerontology at the Oregon State University Extension Service, points out that it’s not the quantity of alcohol consumed that is crucial in determining an alcohol-abuse problem, but what alcohol does to the person.

For instance, two drinks could be hazardous for someone with decreased tolerance who is in poor health and taking several prescription drugs. For some people, just one drink can result in decreased cardiac output and efficiency.

While late-life alcoholism may have many causes, psychosocial factors and the stresses of aging are believed to play a significant part:

• unfilled retirement expectations
• too much leisure time
• boredom and loneliness
• loss of spouse or friends
• physical discomfort from ailments

When too many of these experiences pile up, it may lead to a phenomenon called “learned helplessness.” Overwhelmed by circumstances beyond his or her control, the individual gives up and — in some cases — turns to the bottle.

But things are not as bleak as they may appear to troubled elders. There’s help out there. Treatment often includes hospitalization for detoxification, followed by enrollment in an outpatient support group. Two to four weeks in the hospital allows time for counseling that helps the drinker understand the problem, meet nutritional needs that have been neglected, regulate medications, and undergo physical rehabilitation if necessary.

The National Institute of Health reports that older problem drinkers and alcoholics have an unusually good chance of recovery with proper treatment. They’re more likely to complete a course of treatment or therapy than their younger counterparts.

Self-help is possible, but don’t count on it. Those with the problem should seek help from a trusted family member, a friend, a doctor or someone they respect. It may be particularly difficult for family members to admit that Grandpa or Grandma has a drinking problem. If necessary, get help in explaining it to them.
Local 154 members at Sea-Land in Elizabeth, New Jersey celebrate their new contract.

Sea-Land
(Continued from page 1)

It also calls for the awarding of shares of common stock in CSX Corporation, the company's parent, to individual ESOP (employee stock ownership plan) accounts of union members, contingent upon the achievement of Sea-Land's financial goals. But, the company has achieved a steady financial growth during the past several years, noted International Vice President Michael Goodwin — also chief negotiator of the agreement.

Goodwin explained that Sea-Land has in recent years shifted about 300 jobs from the unionized ports to ports in the Sun Belt, where it can pay non-union workers lower wages.

In September, the company began moving 180 positions to a new service center in Dallas. Two years ago, the company moved another 125 clerical jobs to Charlotte, NC, citing a need to decentralize operations. But, according to Goodwin, "We were determined to protect the jobs and benefits of our members.*

Following the contract settlement New Jersey Governor Jim Florio issued a proclamation commending the union and company on saving jobs of New Jersey workers (shown at right).

OPEIU Local 11 Organizes 200 at El Ranchito Plant

S
ome 200 mostly Latino employees of El Ranchito, a Mexican food producer, joined Portland-based OPEIU Local 11, following a National Labor Relations Board election in November 1992. According to Gary Kirkland, Local 11's executive officer and secretary-treasurer and OPEIU's international vice president, the bargaining unit consists of production workers, route drivers, clerical, retail, cooks, food preparation and quality control personnel.

He said that issues in the organizing campaign included "lack of respect" these new members received on the job, a sense of being "treated unfairly." Wages and benefits, however, were extremely important to these minimum-wage workers who labor long hours with no benefits whatsoever.

Shop steward Anita Macias confirmed this. She said, "We had to organize because of the very poor treatment of people. Many were discriminated against continually. People were paid totally different wages. Who knows why? Just because someone liked you better, I don't know. It was unbearable. Some of the workers were practically in tears each day as they punched out from work. And, because we had such low pay and no benefits, in addition to the bad treatment, turnover was very high.*

International Vice President Gary Kirkland announces organizing victory at El Ranchito.

"Out of desperation we finally contacted the union," she continued, "and began the campaign with a committee of 10. It just took off from there.

"I must say the victory was sweet. Local 11 threw a celebration for us, and we had a great time. We are now just looking forward to having a contract. That's where we're putting our energies."

Kirkland gave high praise to union organizer Jeff Edmiston and Labor Relations Specialist Dave Winders for following up on the organizing lead and putting the drive together. He noted that the workers lead by Business Representative Kirk Stanford are in negotiations now for the first Local 11 contract at El Ranchito.

We wish them success and look forward to reporting on this new agreement.
San Francisco's Local 3 Unionizes Shelter Employees — Part II

Last issue we reported the successful organizing campaign waged by Local 3 to bring the benefits of collective bargaining to shelter workers at the St. Vincent de Paul Multi-Service Center in San Francisco. We now have photos to go with that success story. On the top right are new Local 3 members (left-to-right) Ron Steel, Demetres Mamford and Arnold Franklin. On the right is a photo of the center with its beautiful mural. In fact, the center has won awards for both its interior and exterior architectural design. Again, we are extremely pleased to welcome these workers to the union.

New York Times Credit Union Employees Win Local 153 Representation

The employees at the New York Times Credit Union voted overwhelmingly for Local 153 to represent them in the workplace, said 153 Business Representative Patricia Hoffman. "That," she said, "is news that's fit to print."

Important issues for these new Local 153 members were the credit union's cutback in benefits, particularly health care benefits.

Hoffman said the employer board of directors attempted to talk the employees out of unionizing. "This was incredibly anti-union," she said, since more than half of them are also Newspaper Guild (union) members.

The credit union serves the employees the New York Times. These new Local 153 members are now preparing to bargain.

Flint Red Cross Organizes with Local 459

On December 8, 1992, Local 459 took part in two elections for union representation were at the Flint Red Cross — one successful and the other inconclusive. Bargaining units had early been defined in a National Labor Relations Board hearing.

The first of units consists of a separate Genesee-Lapeer Chapter bargaining unit composed of clerical and caseworker employees who provide community services. The sole petitioner for this bargaining unit was OPEIU Local 459 who won handily.

The second unit in the Wolverine Chapter Red Cross is a non-laboratory unit and the vote was inconclusive — results pending.

According to Business Representative Joe Marutiak the issues leading the employees to seek unionization varied according to where they worked. Genesee-Lapeer employees, for example, were primarily concerned about job security and to protect themselves from arbitrary employer actions, such as forced transfers and terminations.

Marutiak reports that Local 459 is working now on negotiating this first OPEIU contract at Flint Red Cross.

Maine Health Care Workers Choose Local 555

The health workers at Agape House, a home facility for the mentally retarded, voted two-to-one for union representation by OPEIU Local 555, reports Local President Karen Veinote.

Veinote said that job security had been the chief motivation for the workers' interest in organizing, precipitated by installation of a new administrator who began laying off the more senior employees — employees with strong bonds with the clients.

"The campaign was difficult and the election results were postponed because of charges against the employer with the labor board," she said, "but, in the end, the workers prevailed and won the right to bargain collectively."

"The facility has even gone so far as to hire a labor relations consultant who will go to any lengths to defeat the union. So our negotiations are slow and rough. Ultimately we intend providing these members with a new contract and all of the protections that guarantee."

It is very exciting, Veinote stated, especially since this victory at the Ellsworth, Maine health care facility has generated another appeal to organize, this time from a nearby hospital with 250 employees.

We welcome these new members to the OPEIU family.
MEMBERS WHO GIVE $100 OR MORE TO OPEU'S POLITICAL ACTION COMMITTEE (PAC)—VOICE OF THE ELECTORATE OR VOTE—DURING THE CALENDAR YEAR ARE VERY SPECIAL DONORS. AND WE PROMPTLY THANK THE IMPORTANT MEMBERS IN THIS ISSUE OF WHITE COLLAR.

As a member of the President's 100 Club, you become an important investor in OPEU and its efforts to provide a brighter and more prosperous future for all OPEU members.

The following activity is members of OPEU’s Voice of the Electorate President’s 100 Club as of March 17, 1990. We thank each of you for your generous $100 or more contribution to VOTE and for understanding the importance of our political and legislative action programs.


RUSSELL MORRIS; Sandra Nolan; Richard Oue; Ron Outes; F.P. O’Reilly; Burton Pecklock; Donna Peterson; Harold Phillips, Eila P. Pritchard; Bernard Rapoport; Avi Regev; Carol Ridenour; F. R. Robinson; William Sauter, Ed Schneider, Fred Silverman; Roger Smith; Mary Ann Southern; James Surace; Lois Swanstrom, Gary Taylor; Fred Teng; Wally Turner; Howard Walter; Nancy West; Anne Wilson; Stanley Zeidner; Mark Zipper; and the Local 153 Executive Board.

UNION-MADE FURNISHINGS

**ITEM:** Bedroom furniture
**COMPANY:** Union National, Inc.; Van Dyk, Crawford Furniture Co.; Dolly Madison Inc.; Dorothy Brooks; Upholstered Furniture; Station Furniture Co.
**ITEM:** Metal beds and bed frames
**COMPANY:** Leggett and Platt Branch 63
**ITEM:** Wood and swivel chairs
**COMPANY:** Telescope Folding Furniture
**ITEM:** Barstools and counter chairs
**COMPANY:** Mazlo and Purker Mfg.
**COMPANY:** Comforter furniture
**COMPANY:** Dolly Madison
**ITEM:** Dining furniture
**COMPANY:** Universal, Inc.; Van Sloan; Crawford Furniture; Dolly Madison Mfg.; Creative Mica; Ludwig Bros.; Niltco Inc.; New Deal Table Company; Goert-land Co., Hole Co., Inc.; Bravura Craft Furniture; Southern Belles; Imperial Mfg. Co.; Memphina Dinettes; Baker Furniture; Station Furniture Mfg.; Richardson Bros.
**ITEM:** Living room furniture
**ITEM:** Metal furniture


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Mortgage Rates Hit 20-Year Low

Now Could Be the Right Time for Homeowners to Refinance with Union Member Mortgage and Real Estate

If you own a home, refinancing your mortgage through the Union Member Mortgage and Real Estate program could really pay off.

During February, mortgage interest rates dropped to their lowest level since May 1973. The average interest rate on a 30-year fixed-rate mortgage was 7.65 percent on February 21, according to the Freddie Mac Primary Mortgage Market Survey. A year ago, the rate was 8.82 percent for the nation.

Although this is good news to members in the market to buy a home, members who already own a home may reap the biggest rewards. The low rates provide an opportunity for homeowners to lower their mortgage payments and save money by refinancing through their union's mortgage program.

If your current mortgage carries an interest rate of 9.5 percent or higher, now is a good time to call Union Member Mortgage and Real Estate at 1-800-848-6466 and talk to an expert counselor. The counselor can help you decide if refinancing is right for you.

The key in deciding to refinance is whether you can save enough money to justify the costs. When you refinance, you pay off your old loan and take out a new loan. That means you'll go to settlement and go through many of the same steps as when you bought your current home, often with the same substantial costs — points, application fee, closing. Remember, refinancing may not save you money if you plan to sell your house in the near future.

Still must qualify for loan
Since this is a new loan, you will have to qualify again. That means you'll need a good credit history, and have to meet certain guidelines. The union has no involvement in mortgage loan decisions. Loans are made through the program by PHH US Mortgage Corp., one of the nation's largest and most stable lenders.

Another important consideration is the amount of equity in your house. You need to have at least 10 percent equity in your home to apply for a refinancing. If you decide to apply, you will pay a $250 application fee and one point (one percent of your loan amount) at the time of application. These fees are applied to the money you'll need to bring to the table at closing.

One phone call
Union Member Mortgage and Real Estate offers expert counselors, a nationwide real estate network, discounts for home buyers and sellers, special help for first-time home buyers and unique union-members-only features that can help members make payments during prolonged strikes and when hardships arise from layoffs and disabilities. If you're looking to sell a home, buy a home or refinance your current mortgage call Union Member Mortgage and Real Estate at 1-800-848-6466, 8 a.m. to 10 p.m., Monday to Thursday and 8 a.m. to 8 p.m., Friday, Eastern Time.

OPEIU Regional Education Conferences—Organizing and Sexual Harassment

The OPEIU 1993 conferences are off and running, and we should be able to report to you next issue on the first few.

Because the economic and political climate is improving, the union is looking forward to a renewed push to organizing the un-organized — our most basic mission. So, all of the regional conferences this year will focus on the basics for beginning organizing campaigns, while the full-time staff conference in Washington, DC will have an advanced organizing component. It's an exciting time and you will want to participate in the challenge.

We also will have sexual harassment workshops at the regionals to inform members and officers of their rights, as well as responsibilities as representatives, regarding this important issue.

I think you will find all of the conferences immensely helpful. You owe it to yourself, your local union and your members to keep informed on these timely issues. We look forward to seeing you there.

Southeast/Southwest Conference
March 19-21, 1993
The Fairmount Hotel, New Orleans, Louisiana

OPEIU Mourns Cesar Chavez

The members and officers of the Office and Professional Employees International Union mourn the loss of Cesar Estrada Chavez, founder and president of the Farm Workers of America. Chavez died suddenly on Thursday, April 22, 1993, in his sleep. Funeral arrangements for the 66-year-old labor leader were pending as this newspaper went to press. Watch for additional information on Chavez in the next issue.
Clinton Administration Offers Reason for Optimism
by John Kelly, International President

The naysayers believed Bill Clinton would be no different than any other politician. So, what difference did it make who you voted for in the presidential election. Just in the short time he's been in office has proven: it makes all the difference in the world.

Rather than working to undercut unions and workers (as we've been used to from our presidents in the last 12 years), Clinton appears committed to working with the labor movement for the improvement of working conditions and the national economy. It was clear that a new day had dawned on Washington when the Administration required union labor on the gals activities surrounding the inauguration.

He shortly followed this with the rescinding of two executive orders that George Bush had signed—to the detriment of working people and organized labor. It would appear that we finally have a chance to pass the striker replacement legislation that we have fought so strongly for over the past few years. That law would prohibit the permanent replacement of strikers. In effect, it would not only allow workers to strike but would allow them to win. It would restore balance to the economic struggle we wage continually at the bargaining table.

Fair Trade

Clinton also is far more sympathetic to our position on the North American Free Trade Agreement (NAFTA), which was recently outlined succinctly by Thomas Donahue, secretary-treasurer of the AFL-CIO, and Jane Perkins, president of Friends of the Earth, in an op-ed piece for The Washington Times:

"...This issue is not trade; trade itself is not good or bad. And the issue is not whether to have a trade agreement with Mexico. We already have a trade arrangement with Mexico: it includes U.S. maquiladora plants operating just across the U.S. border in Mexico which the Wall Street Journal says have created "a cesspool of environmental degradation." The maquiladoras are notorious for violating workers rights and environment protection laws.

What is at stake is not more or less trade, but the nature and the quality of that trade. The United States will stand to lose because the economic relationship outlined by this agreement will contribute to the further deindustrialization of the American economy and to the weakening of environmental, health and safety standards.

"For Mexico, it could institutionalize a comparative advantage based simply on cheap labor—and tax enforcement of environmental laws, sacrificing balanced and equitable economic development and condemning the majority of Mexicans to a lifetime of unreveiled poverty.

"From the beginning, Bush rejected the inclusion of environmental and labor protection issues within the agreement. He argued instead in support of increasing investment, then worrying about environmental and worker protection.

"Bush's version of NAFTA will encourage even more industries to move South as they move to take advantage of Mexico's cheap wages and lax enforcement of environmental laws. "This need not happen. As with many other policies, President Clinton will be faced with undoing the damage caused by years of mismanagement and neglect. NAFTA is no exception. He has already taken the first step. He has announced his intention to establish an environmental commission, to deal with pollution clean-up and enforcement of environmental laws, and a second commission for worker standards and safety."

We, in fact, are ready to work with the Clinton Administration to mend NAFTA (although, like our Canadian brothers and sisters, we'd prefer to see it rescinded) and provide protections for working people and the environment.

Health Care

It was abundantly clear that Bill Clinton took his commitment to providing health care seriously when he appointed Hilliary Rodham Clinton to head the commission formulating a national health care policy to provide universal, accessible, cost-effective health care to all U.S. citizens.

We with the AFL-CIO have established several principles for health care reform that we hope to see incorporated into any proposed plan, including comprehensive quality health care for all Americans at affordable costs; a system that guarantees portability from job to job; a system that is financed fairly; and one that builds on the strengths of the existing health care delivery system while improving efficiency and accountability.

Additional Legislative Goals

We additionally plan to work with the Clinton Administration to pass other long-term goals, like:

• Hatch Act reform sailed through both houses of Congress before, only to be killed by a veto. The bill lifts many of the restrictions on the political rights of three million federal and postal employees.

• Motor Voter registration legislation, which would allow citizens to register to vote when they apply for driver's licenses or many other state permits. According to Rep. Al Swift (D-WA), who introduced the bill, figures from the 1992 elections show that states which use the registration procedures showed a voter turnout increase of almost seven percent, more than twice the increase in turnout from non-motor voter states.

• Reform of the Occupational Safety and Health Act; and

• General labor law reform that will level the playing field in terms of organizing and bargaining, the original intention of lawmakers that passed original labor law legislation.

Hopes Are High

We have every reason to be optimistic. We look forward to improved relations with the Administration, for a vastly improved economy, and to organizing ever greater numbers of unorganized workers to protect themselves and fight for their own rights.

In preparation for this last we have dedicated the regional conferences this year to basic organizing techniques, i.e., how to recognize good organizing leads and begin campaigns. A portion of our Washington, DC conference was also devoted to advanced organizing techniques, e.g., targeting strategies, innovative techniques, successful organizing structures.

We look forward to protecting our members with good labor agreements, by lobbying for protective and progressive legislation (like that above), and by bringing the benefits of collective bargaining to new members. Of course, striker replacement legislation and labor law reform would make these tasks easier.

We look forward to working with the Clinton Administration to achieving these ends.

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

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| 1992 U.S. CPI-W | "252.5 | 438.2 | 438.1 | 459.5 | 459.0 | 461.4 | 421.2 | 413.5 | 413.6 | 415.0 |
| % Change from Prior Month | 0.1 | 0.4 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.4 | 0.0 |
| % Change from Year Earlier | 2.4 | 2.7 | 3.0 | 3.0 | 2.8 | 3.0 | 3.1 | 3.1 | 3.2 | 3.0 | 2.0 |

| 1993 U.S. CPI-W | "410.3 | 410.3 | 420.4 |
| % Change from Prior Month | 0.4 | 0.3 | 0.3 |
| % Change from Year Earlier | 3.2 | 2.2 | 3.0 |

* CPI-W figures are on a 1982-84 base.
* CPI-W figures are 1982-84 base.