

WHITE COLLAR

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

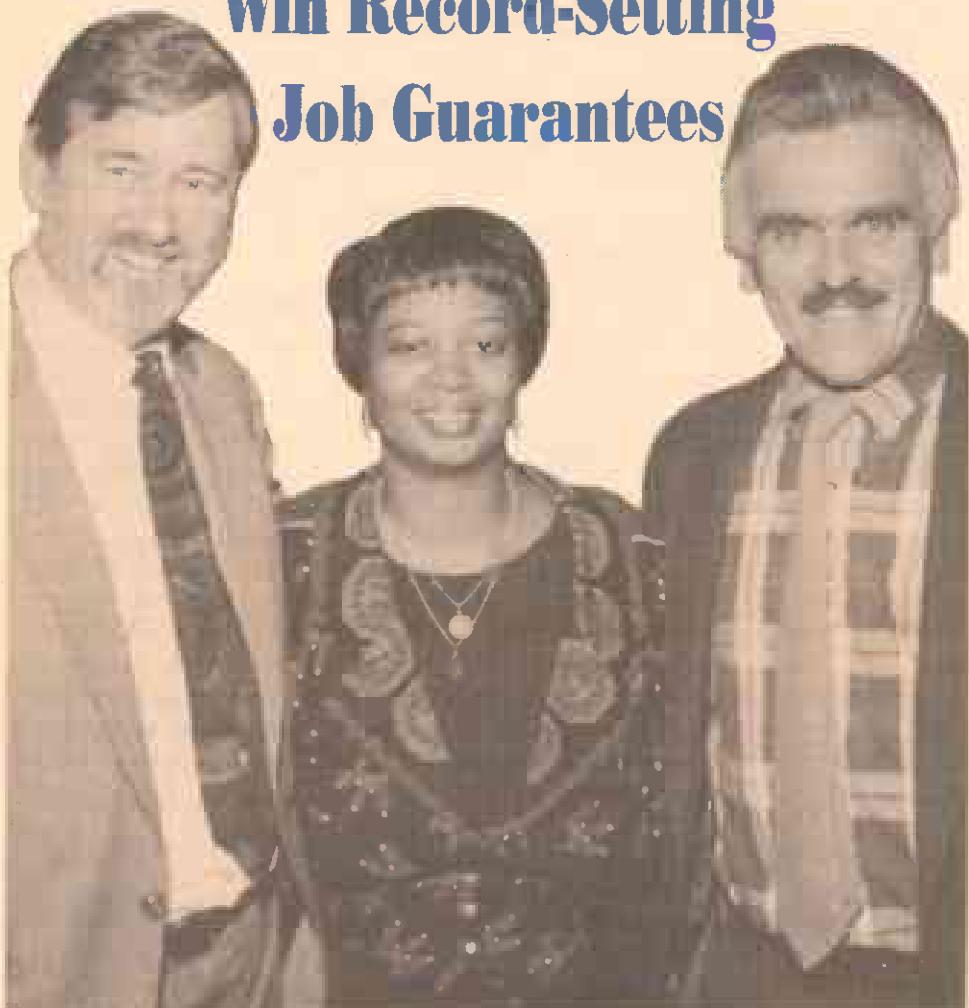
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Winter 1993

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Organizing Victories On The Rise

Sea-Land Shipping Members Win Record-Setting Job Guarantees



Pictured at a Sea-Land ratification meeting are (left-to-right) Local 153 Secretary-Treasurer and International Vice President Michael Goodwin, Board Member Barbara Rumph and Business Representative Thomas Havriluk.

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 relo-

tions 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 153); 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.

"Banks 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, senior 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.

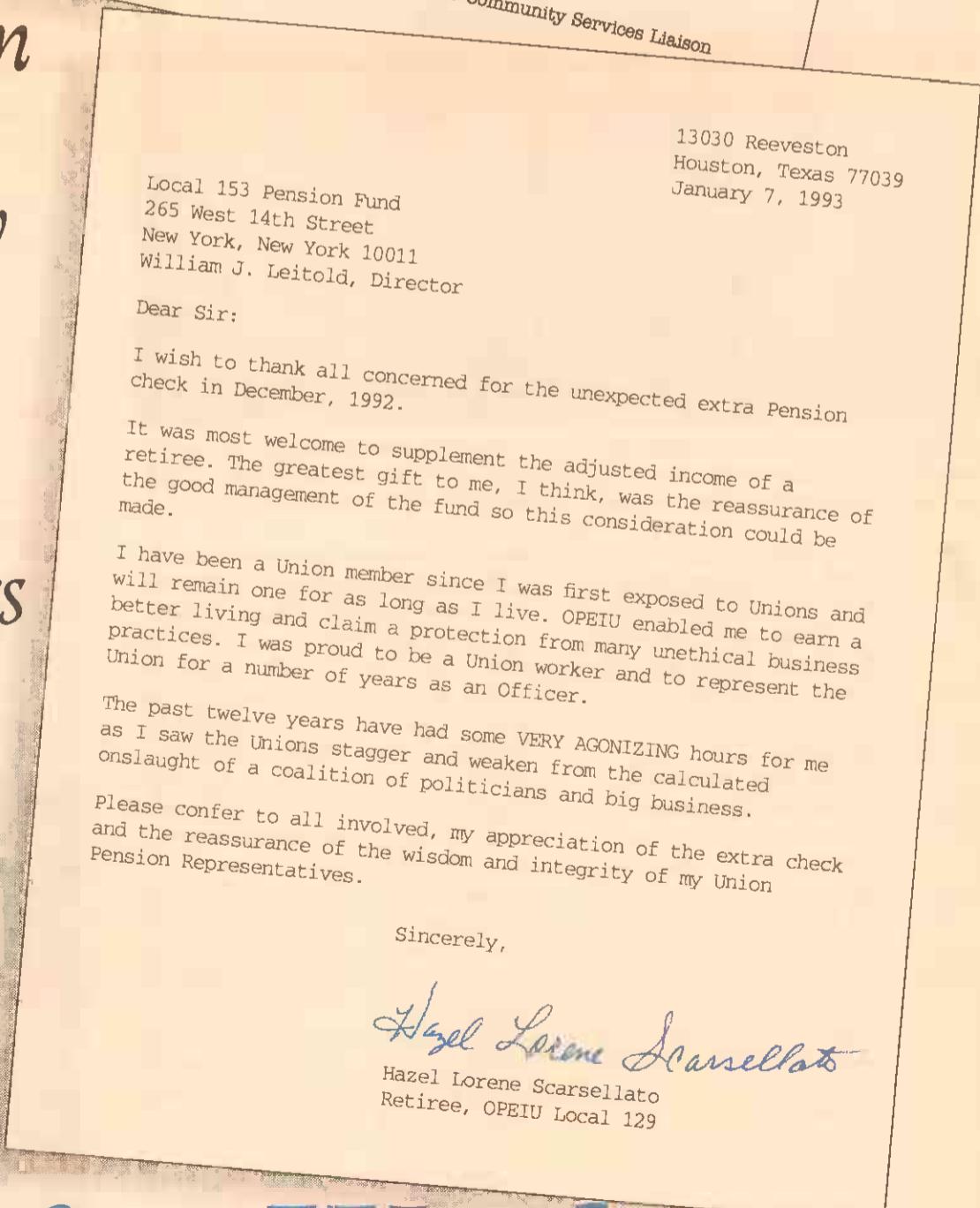
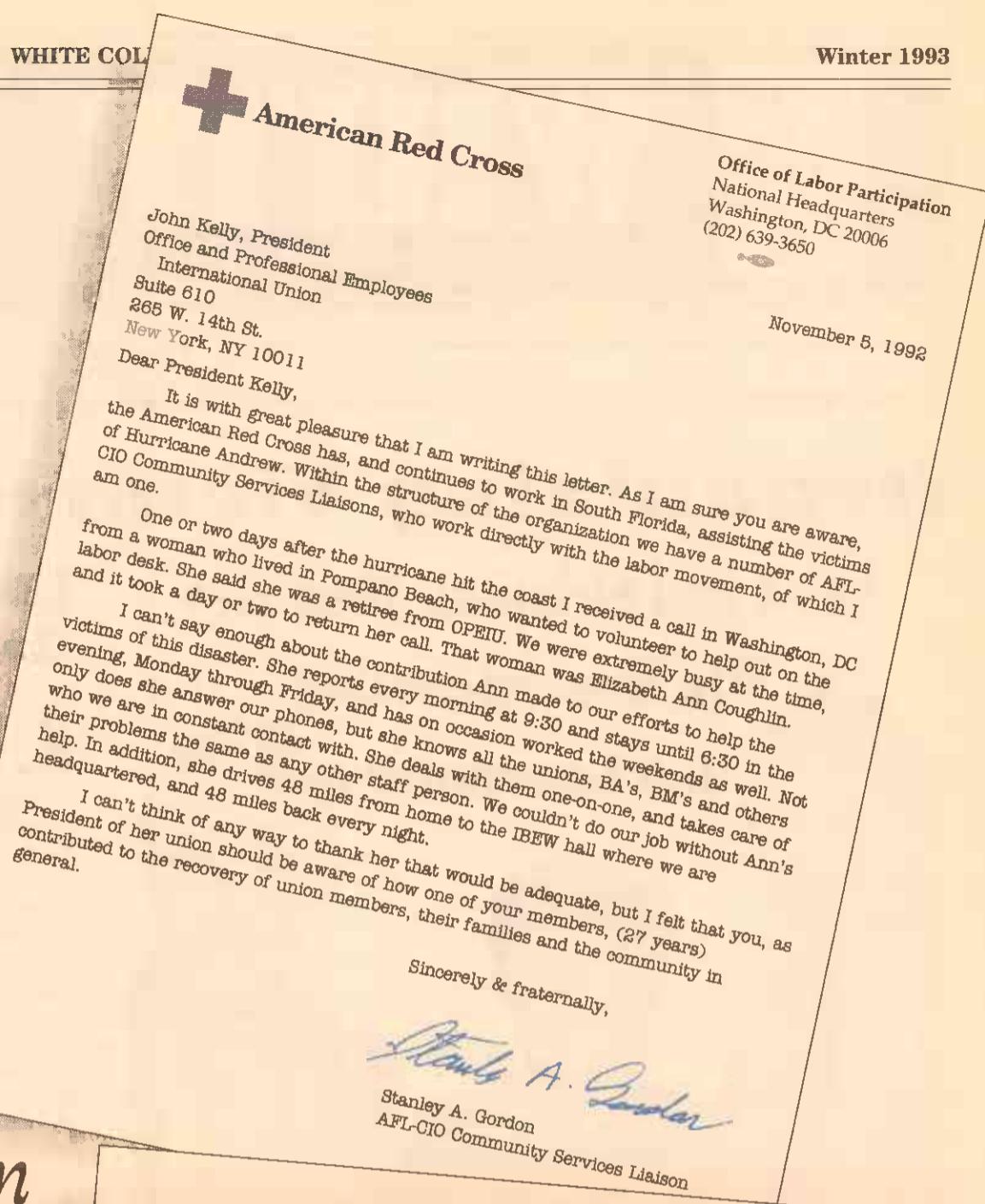


Executive Secretary-Treasurer Jack Henning of the California Federation declared in a letter mailed to AFL-CIO affiliates that withdrawing funds and closing accounts "will tell those who rule this bank that organized labor will not stand silent in the face of such an assault . . ."

Kathleen Kinnick (left), president of OPEIU Local 3, and Diana Volpini-Allen (above), Local 3 business agent, handbill Bank of America workers.

Benefits of Membership

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 payoff, 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 said 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 18, 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.

"I simply 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 erase 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's 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."

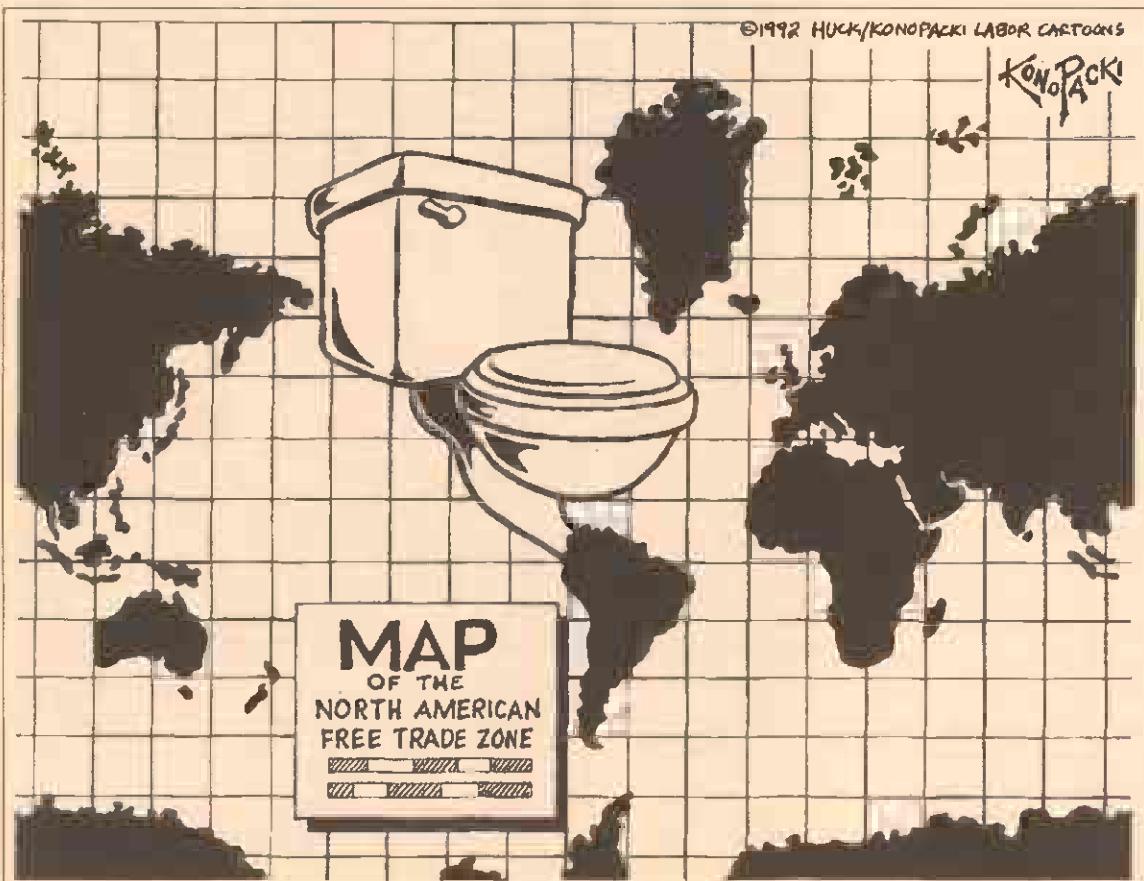
McDonnell Douglas is among a rapidly increasing number of firms, particularly manufacturers, which have been eliminating or sharply reducing health benefits for future and current retirees.

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. Polakoff

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 tragically 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 per 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:

- unfulfilled 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 Unions in the News



Local 153 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

Some 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 "taken advantage of," and simply 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.



Local 402 Presents Plaque to Cadiz



Ricardo Santiago, president, and Guillermo Figueroa, trustee of OPEIU Local 402 in San Juan, Puerto Rico, present a plaque of recognition to Jose Cadiz, president of the Puerto Rico Federation of Labor. Cadiz was honored at the annual dinner of the New York State AFL-CIO. With them (right) is OPEIU International Vice President Michael Goodwin who also serves on the executive committee of the State Federation.

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 Mumford 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.



Business Representative Pat Hoffman poses here with credit union stewards Denise Metta and Belinda Chung. Frances James also serves as steward.

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 Wolver-

ine 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 guarantees."

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.

Local Unions in the News

Members who give \$100 or more to OPEIU's political action committee (PAC)—Voice of the Electorate or VOTE—during the calendar year are very special donors. And we proudly recognize these important members in this issue of *White Collar*.

As a member of the President's 100 Club you become an important investor in VOTE and its efforts to provide a brighter and more prosperous future for all OPEIU members, working people in general, and their families. In addition, your 100 Club membership entitles you to a special identification card and plaque honoring your contributions.

The following activists were members of OPEIU's Voice of the Electorate President's 100 Club as of March 17, 1993. 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.

Employees or officers of the International Union: Gilles Beauregard, Ron Hutson, Patricia Jeney, John Kelly, Kathleen Kinnick, Bill Kirby, Gary Kirkland, Rosanna Knickerbocker, Charles McDermott, Delores Musgrove, James Noone, Faye Orr, Anne Peckham, Jay Porcaro, Donna Shaffer, L.J. Sheridan, Bonita Strauss, Sedora Villa, Michael Walker and Gwen Wells.

Full-time employees of local unions: Anita Billings, Judy Burnick, Claire Collins, Michael Cowan, Georgia Dobbs-Callahan, Daniel Dyer,

Helen Gourde, Howard Griffith, Theresa Horner, Daniel McShain, Lance Meier, Alton Merchant, Shirley Morris, JoAnn Nelson, Cynthia Oleson, Eileen Preston, Pat Sanchez, Mary Jane Silvernale, Kirk Stanford, Joyce Tracy, Shirley Vos and David Winders.

Members of local unions: Anwar Alam; Scott Alexandria; Richard Altig, Jr.; Susan Amacher; Malka Arony; Darrell Ballard; Dee Barnhart; Philip Bizar; Dave Blaisdel; Terry Blaylock; Gary Bleier; Matt J. Blumert; Denise Bowyer; Gerald Brown; Robert Brown; Joseph Burbach; Michael Busico; Joseph Carn; Rich Carreva; Richard Chrzanowski; David Cohen; Joy Cohrs; Arthur Coles; Roger Collins; Evert Diers; Karen Dohm; Arthur Dubowy; George Farenthold; Bertra Feldman; Charles Ferguson; Cindy Furter; David Geneser; Larry Geneser;

Bruce Gilpatrick; Ed Goings; Warren Goodwin; Vicki Greene; Daryle Gross; Richard Haas; Alice Hall; Mark Hancock; Susan Hart; A.C. Helms; Anthony Hinrichs; Jack Horner; Alex Hronis; Michael Hunter; John W. Jatoft; Joan Johnson; Gregory Jury; Robert Kapau; Thomas Kimble; David Klar; Jack Langford; Sam Latimer; Alan Luymes; Joseph Manone; Justilian Martin; Carolyn McDonald; Robert McKenzie; William Meinen; Bobby G. Mills; Henry Mizuno; Donald Mohamed; David Morehead, Jr.; Ross Morehead;

Russell Morris; Sandra Naples; Richard Oare; Ron Oates; Finba O'Reilly; Burton Peetluck; Donna Peterson; Harold Phillips; Elva L. Pritchard; Bernard Rapoport; Avi Regev; Carol Ridner; L.L. Rigdon; Richard Rutt; Will Sauer; Ed Schneider; Fred Silverman; Roger Smith; Mary Ann Southern; James Surace; Lois Swanstrom; Gary Taylor; Danny Tengan; Becky L. Turner; Howard Walter; Nancy West; Anne Wilson; Stanley Zeidner; Mark Zipper; and the Local 153 Executive Board.

UNION-MADE FURNISHINGS

IUE

ITEM: Bedroom furniture
COMPANY: Union National, Inc.; Van Stee; Crawford Furniture Co.; Dolly Madison Ind.; Gordon Bros.; Umphred's Furniture; Station Furniture Co.

ITEM: Metal beds and bed fixtures
COMPANY: Leggett and Platt Branch 63

ITEM: Wood and aluminum summer chairs
COMPANY: Telescope Folding Furniture

ITEM: Barstools and counter chairs
COMPANY: Mason and Parker Mfg.

ITEM: Chairs
COMPANY: S. Bent Bros., Inc.; Nichols and Stone Co.; F.W. Lombard Co.; Hale Co., Inc.; Fort Smith Table and Furniture; La-Z-Boy East; La-z Boy Canada; La-Z-Boy Chair Co.; Peerless Mattress Co.; Nemschoff Chairs; The Chair Factory; Schnadig Corp.; Taylor Chair Co.; Shannon Chair; Maben Mfg. & Meben Frame Mill

ITEM: Computer furniture
COMPANY: Dolly Madison

ITEM: Dining furniture
COMPANY: Union National, Inc.; Van Stee; Crawford Furniture; Dolly Madison Ind.; Creative Mica; Lustig Bros.; Mikel Co., Inc.; New Deal Table Corp.; Conant Ball Co.; Hale Co., Inc.; Beauty Craft Furniture; Bozo Dinette; Imperial Mfg. Co.; Memphis Dinettes; Baker Furniture; Statton Furniture Mfg.; Richardson Bros.

ITEM: Living room furniture
COMPANY: Union National, Inc.; Kittinger Co.; Artistic Frame Co., Inc.; C.H. Hartshorn, Inc.; Taylor Chair; Simmons Co.; Station Furniture Mfg.; Umphred's Furniture

ITEM: Metal furniture
COMPANY: Telescope Casual Furniture; Duralab Equipment Co.; Crown Leisure Products; Almet, Inc.; Mayline Co.; Franke, Inc.

ITEM: Occasional furniture
COMPANY: Furniture Mfg. Association; G & S Design

ITEM: Reed and rattan furniture
COMPANY: Bamboo & Rattan Works; Jencraft Corp. & Gitkin International

ITEM: Tables
COMPANY: Jack Post, Fort Smith Table and Furniture; Hekman Furniture; The Valley Co.

ITEM: Upholstered Furniture
COMPANY: Mastercraft Furniture Corp.; S. Abate Decorators; A & G Blau Decorators; Spring Furniture; Steiger Bros.; Jelen Corp.; Lambert Furniture; S. Miller, Inc.; Thomas M. Amato Co., Inc.; Beaver Furniture Corp.; Best Decorators; A & B Decorators; Crescent Decorators; De Lee Upholsters & Decorators; Five-O-Upholstery, Inc.; G.B.G. Associates, Inc.; Guid Furniture Co., Inc.; Houston Upholstery, Inc.; Imperial Decorating, Inc.; Imperial Leather Furniture Co.; Lyn-Johan Enterprises; Lamode Decorators; Lewis Mittman; Thomas Pizzillo & Sons; Princeton Upholstery; Rialto Furniture & Shamm Mfg. Co.; Atelier of Emanuel Sidler Ltd.; Singer Decorators; WS Decorators; Umphred's Furniture; Slumber Products; Sealy Southern; Baker Furniture; Station Furniture Mfg. Co.; Nemschoff Chairs; Roberto Del Campo; Geron Furniture

ITEM: Water beds
COMPANY: Dolly Madison Ind.

ITEM: Office furniture
COMPANY: Globe Business Furniture; Taylor Chair; Kittinger Furniture Co.; Dalek Inc.; Office Furniture Service; Baker Furniture Co.; R-Way Furniture; Benedetti Corp.; Dolly Madison

UAW

ITEM: Lloyd Flanders wicker furniture
COMPANY: Heywood Wakefield Co.

ITEM: Sealy mattress
COMPANY: Waterbury Mattress Co.

ITEM: Home bars and barstools
COMPANY: Admiral Chrome

ITEM: Lateral metal filing cabinets
COMPANY: All Steel, Inc.

ITEM: Pillows, etc.
COMPANY: Pillowtex

ITEM: Metal cabinets
COMPANY: Cookeville Ind.

ITEM: Drapery, curtain rods, traverse rods, pull shades, vertical blinds
COMPANY: Kirsch Co.

GMP

ITEM: China
COMPANY: Homer Laughlin; Hall China; Lenox China and Crystal

ITEM: Drinking glasses
COMPANY: Libby Glass

ITEM: Furniture
COMPANY: Tell City

ITEM: Bathroom fixtures
COMPANY: American Standard; Universal Rundle; Crane Co.; CR/PL; Kohler Co.; Kokomo Sanitary

ITEM: Decorative vases, etc.
COMPANY: Haeger Pottery of Macomb, Ill.

URW

ITEM: Upholstery fabric
COMPANY: IPC Corinth

ITEM: Shower curtains, table covers, placemats, ceramic bath accessories
COMPANY: Canadian General-Tower, Ltd.

ITEM: Patio/lawn furniture
COMPANY: Samsonite

ITEM: Solid oak and hardwood chairs, dining furniture
COMPANY: Dinaire Corp.

ITEM: Carpet padding
COMPANY: General Felt

AIW

ITEM: Wood and upholstered furniture
COMPANY: Universal Furniture Ind., Inc.

ITEM: Metal furniture

COMPANY: Flanders Ind., Inc.; Brown Jordan Co.; O.W. Lee Co.

ITEM: Pillows

COMPANY: Brentwood Originals

ITEM: Office furniture components

COMPANY: Integrated Metal Technology, Inc.

ITEM: Office chairs

COMPANY: Misco Mfg. Co.

ITEM: Wire furniture, bird cages

COMPANY: Pacific Cage and Furniture Corp.

USWA

ITEM: Upholstered furniture and fixtures

COMPANY: Ethan Allen/Kenmare Division

ITEM: Metal household furniture

COMPANY: Classico

USWA (Upholstery Division)

ITEM: Upholstered furniture

COMPANY: House of Affino, Inc.; Marco Fine Furniture; J.G. Furniture Co.; Schnadig Corp.; Flexsteel Ind.; Bedford Furniture Ind.; Maurice Mandel Co.; Custom Upholstery; D. Becker and Sons

ITEM: Baby/children's furniture

COMPANY: Evenflo Juvenile Furniture, Century Products

ITEM: Mechanized recliners

COMPANY: Contour Chair Lounge

ITEM: Drapes

COMPANY: Continental Drapery & Upholstery

ITEM: Outdoor lawn furniture

COMPANY: All-Lumina Products; Sunbeam Outdoor Products

ITEM: Mattresses

COMPANY: Simmons Co.; Serta N.E., Inc.

ITEM: Chairs

COMPANY: Neschoff Chair

IBT

ITEM: Furniture and bedding

COMPANY: Anderson Mattress Co.; Bilt Rite Cabinet Corp.; Cal Mode Furniture Mfg. Co.; Carman Mfg. Co.; Cumberland Wood and Chair Corp.; Deluxe Bedding Co., Inc.; Douglas Furniture Co. of California; Dresher's, Inc.; Filbar Furniture Mfg. Co.; Flexsteel Ind., Inc.; Friedman Bros. Furniture Co.; Grange Mattress Co.; Homocrest Ind., Inc.; Karel Co.; Kay Chesterfield Mfg. Co.; Kingsley Furniture Co., Inc.

ITEM: Furniture and bedding

COMPANY: Knickerbocker Bed Spring Co.; Leggett and Platt, Inc.; Leswan Sleep Products Co.; Master Made Furniture Corp.; Mastercraft Furniture Corp.; Maywood Ind., Inc.; National Bedding and Furniture Ind.; Northwest Bedding Co.; Norwalk Furniture Corp.; Now Products Co.; Olympic Spring Co.; Pacific Furniture Mfg. Co.; Royal City Bedding Ltd.; Sandberg Furniture Mfg. Co.

ITEM: Furniture and bedding

COMPANY: Sassy, Inc.; Schnadig Corp.; Schubert Ind., Inc.; Sealy Mattress Co.; Serta Mattress Co.; Simons Mattress Co.; Simon Mattress Mfg. Co.; Sleep-Aire Mattress Co.; Small and Boyes Ltd.; Star Bedding Co. of Pittsburgh, Inc.; Stratton Furniture Mfg. Co.; Superior Bedding Co., Inc.; Talney Mfg. Co.; Wickerware, Inc.

ACTWU

ITEM: Waterbeds

COMPANY: Kuss Corp.

ITEM: Bookcases, cabinets, ready-to-assemble furniture
COMPANY: Charleswood Furniture Co.

ITEM: Mattresses

COMPANY: Altona Mattress Co.; A.W. Ind. (Serta); Ackerman Mfg. Co. (King Coil, Perfect Sleeper, Spring Air); Enterprise Mattress Co. (Serta); Estee Bedding Co.; Heller Bros.; Midwest Bedding Co.; Milton Johns Co.; Posture Mattress Co. (Spring Air); Schubert Ind. (Chiropractic, Spring Wall); Sealy of Eastern NY, Inc.; Serta Restokraft Mfg. Co.; Serta Royal Bedding Co.; STearns & Foster Bedding Co. (Comfort Cloud, Correct Comfort, Stearns & Foster); The J.C. Hirschman Co. Inc.; Toledo Mattress Co.

ITEM: Carpet

COMPANY: Fieldcrest-Cannon, Inc. (Karastan, Laurelcrest); Royalweave, Inc.; U.S. Padding Co.; Downs Carpet Co.; CH Mastand & Sons

ITEM: Gerry high chairs

COMPANY: Cerico, Inc.

ITEM: Sofas, chairs

COMPANY: House of Edinboro

ITEM: Curtains, drapes

COMPANY: Cameo Curtains of New Bedford, Inc.; Cart-Stan Curtain Mfg.; Fieldcrest-Cannon, Inc.; Max Kahn Curtain Corp.; Penn Needle Art Co.; ABK, Inc.; Scalmandre Silks; Strohalm & Romann, Inc.; West Point Pepperell, Inc. (Lady Pepperell, Martex)

ITEM:

COMPANY: Hygiene Ind., Inc. (Berkley, First Lady, Hygiene, Westbury); Paradise Mfg.

ITEM: Patio furniture

COMPANY: Suncast Corp.

ITEM: Lamps and accessories

COMPANY: Z R M Ind. (Atorn, Alsay, Alsly); Natalie Lamp Shade Co.; Westwood Light Co.; Standard Lamp Shade Co.

ITEM: Pillows

COMPANY: Crawford Mfg. Co.; Hollander Pillow Corp.; Northern Feather Co.; Riverside Ind. Inc.; United National Ind.; Buffalo Batting & Felt Corp.

ITEM: Filing cabinets

COMPANY: Schwab Safe Co. Inc.; Colecraft Mfg. Co., Inc.

ITEM: Office chairs

COMPANY: Ajusto Equipment Co.

ITEM: Office furniture

COMPANY: Colecraft Mfg. Co. Inc.

ITEM: Bean bags

COMPANY: Crawford Mfg. Co.; Nappe/Babcock (Frigid Mate, Thermo Keep)

ITEM: Crib mattresses

COMPANY: Colgate Mattress Co.

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 the 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.

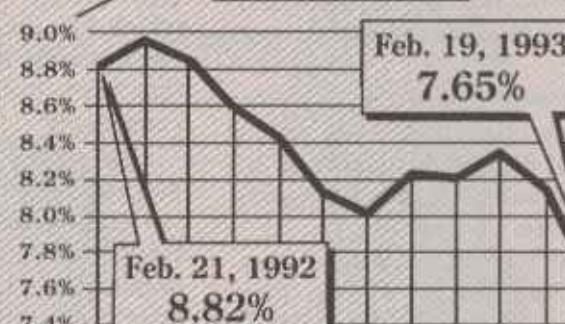
The key in deciding to refinance is whether you can save enough money to justify the costs. When you refinance, you pay off your

Mortgage Rates Fall

Mortgage rates fell during the last year, hitting a 20-year low in late February. Lower rates mean it could be a good time to refinance a mortgage or buy a home.

Members can call Union Member Mortgage and Real Estate at 1-800-848-6466.

30-Year Fixed Rate



SOURCE: Freddie Mac Primary Mortgage Market Survey

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 deci-

sions. 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 to 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 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 unorganized — 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

Western Canada
March 19-21, 1993
Coast Plaza Hotel, Vancouver, British Columbia
(covered additional topics as well)

Legislative/Organizing Full-Time Staff Conference
March 24-27, 1993
Loews L'Enfant Plaza Hotel, Washington, DC

West/Northwest Conference
April 16-18, 1993
Sir Francis Drake Hotel, San Francisco, California

Northeast Conference
October 15-17, 1993
The Boston Park Plaza Hotel, Boston, Massachusetts

North Central Conference
October 22-24, 1993
The Marquette Hotel, Minneapolis, Minnesota

Erie Conference
November 12-14, 1993
The Holiday Inn Southwyck, Toledo, Ohio

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.

Benefits of Membership

