

# WHITE COLLAR

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

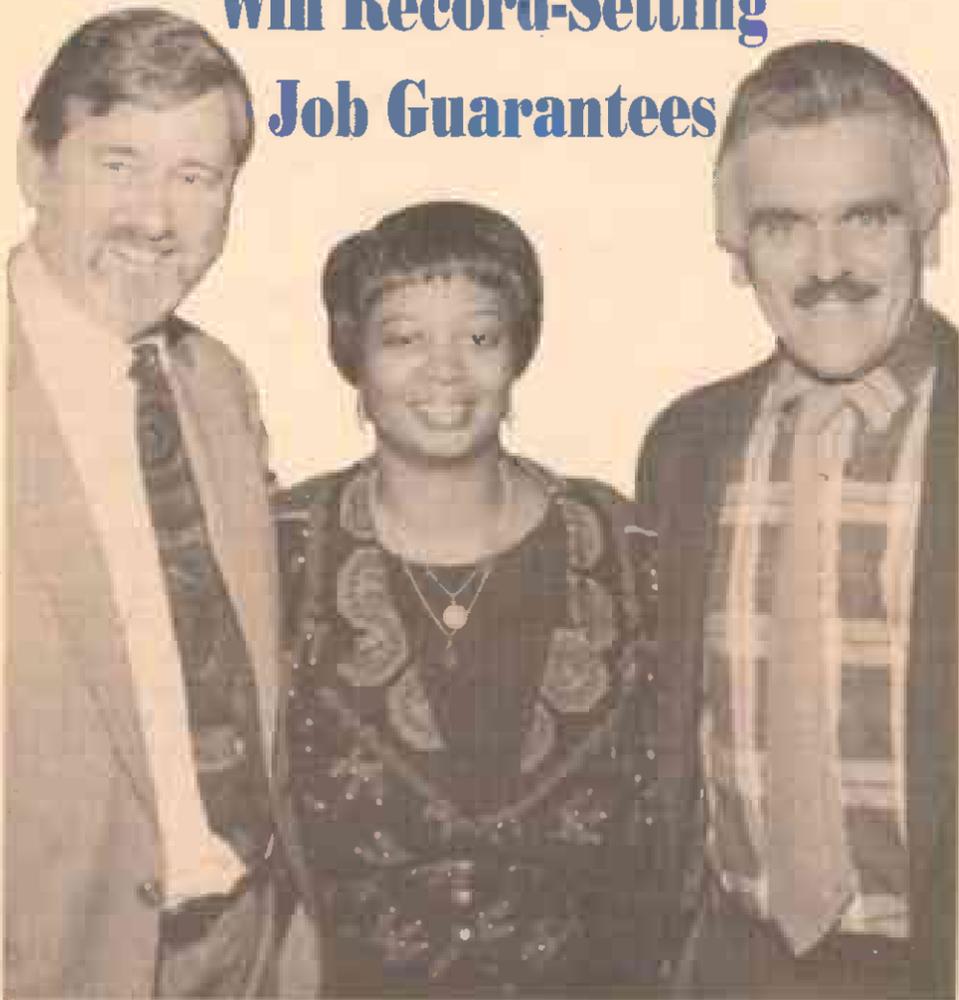
No. 446

Winter 1993



## 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 reloca-

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 fact 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!

 American Red Cross

Office of Labor Participation  
National Headquarters  
Washington, DC 20006  
(202) 639-3650

November 5, 1992

John Kelly, President  
Office and Professional Employees  
International Union  
Suite 610  
265 W. 14th St.  
New York, NY 10011

Dear President Kelly,

It is with great pleasure that I am writing this letter. As I am sure you are aware, the American Red Cross has, and continues to work in South Florida, assisting the victims of Hurricane Andrew. Within the structure of the organization we have a number of AFL-CIO Community Services Liaisons, who work directly with the labor movement, of which I am one.

One or two days after the hurricane hit the coast I received a call in Washington, DC from a woman who lived in Pompano Beach, who wanted to volunteer to help out on the labor desk. She said she was a retiree from OPEIU. We were extremely busy at the time, and it took a day or two to return her call. That woman was Elizabeth Ann Coughlin. I can't say enough about the contribution Ann made to our efforts to help the victims of this disaster. She reports every morning at 9:30 and stays until 6:30 in the evening, Monday through Friday, and has on occasion worked the weekends as well. Not only does she answer our phones, but she knows all the unions, BA's, BM's and others who we are in constant contact with. She deals with them one-on-one, and takes care of their problems the same as any other staff person. We couldn't do our job without Ann's help. In addition, she drives 48 miles from home to the IBEW hall where we are headquartered, and 48 miles back every night.

I can't think of any way to thank her that would be adequate, but I felt that you, as President of her union should be aware of how one of your members, (27 years) contributed to the recovery of union members, their families and the community in general.

Sincerely & fraternally,



Stanley A. Gordon  
AFL-CIO Community Services Liaison

13030 Reeveston  
Houston, Texas 77039  
January 7, 1993

Local 153 Pension Fund  
265 West 14th Street  
New York, New York 10011  
William J. Leitold, Director

Dear Sir:

I wish to thank all concerned for the unexpected extra Pension check in December, 1992.

It was most welcome to supplement the adjusted income of a retiree. The greatest gift to me, I think, was the reassurance of the good management of the fund so this consideration could be made.

I have been a Union member since I was first exposed to Unions and will remain one for as long as I live. OPEIU enabled me to earn a better living and claim a protection from many unethical business practices. I was proud to be a Union worker and to represent the Union for a number of years as an Officer.

The past twelve years have had some VERY AGONIZING hours for me as I saw the Unions stagger and weaken from the calculated onslaught of a coalition of politicians and big business.

Please confer to all involved, my appreciation of the extra check and the reassurance of the wisdom and integrity of my Union Pension Representatives.

Sincerely,



Hazel Lorene Scarsellato  
Retiree, OPEIU Local 129

## 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:

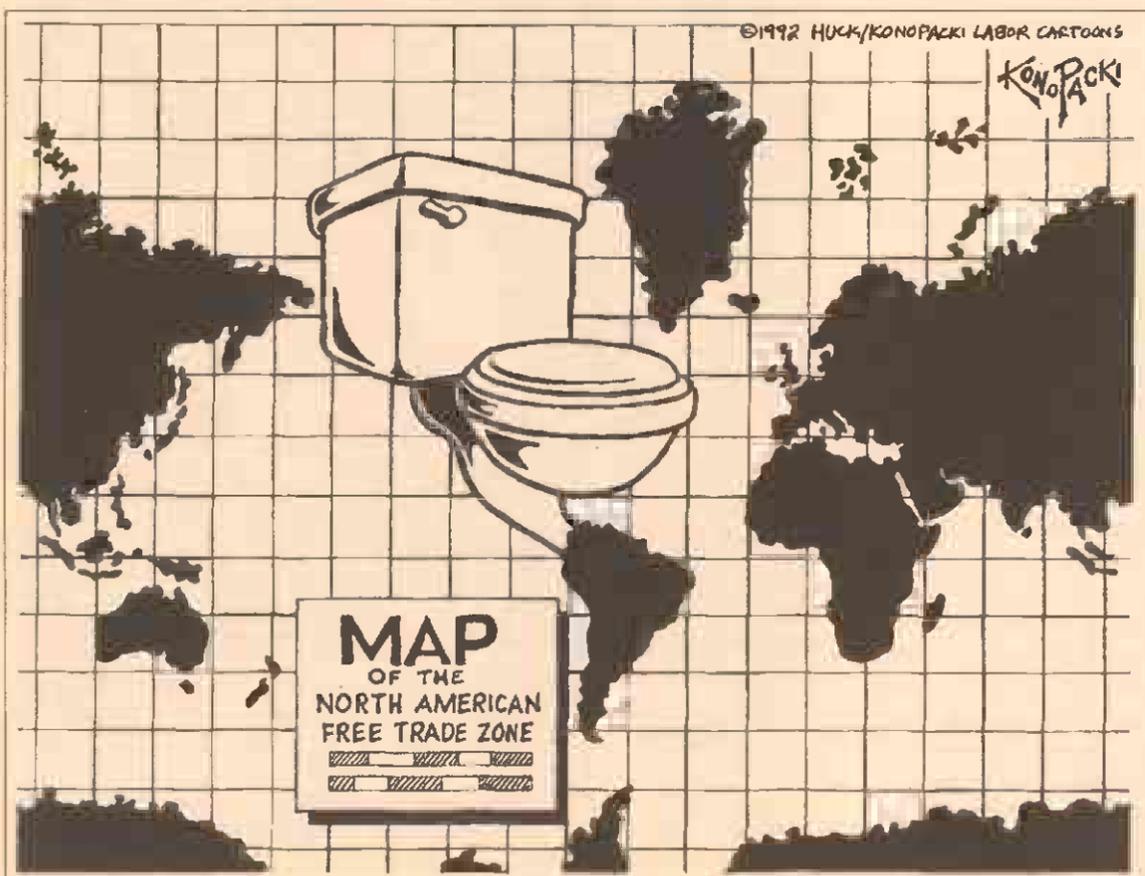
- unfulfilled retirement expectations
- too much leisure time
- boredom and loneliness
- loss of spouse or friends
- physical discomfort from ailments

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.

Proclamation from the State of New Jersey Executive Department, dated February 4, 1993, commending the Office and Professional Employees International Union and Sea-Land Services, Inc. for their agreement.

Local 402 Presents Plaque to Cadiz



Richardo 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.



1993 Presidents 100 Club

**M**embers 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 Chranowski; David Cohen; Joy Cohrs; Arthur Coles; Roger Collins; Evert Diers; Karen Dohm; Arthur Dubowy; George Farenthold; Bertra Feldman; Charles Ferguson; Cindy Furer; 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 Kappauf; 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 Sauers; 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:** Legett 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; LaZ-Boy East; La-z Boy Canada; LaZ-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; Bozof Dinnetes; 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; Steicer 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.; Guild 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.; Dallek 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 Potteries 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 Alfino, Inc.; Marco Fine Furniture; J.G. Furniture Co.; Schnadig Corp.; Flexsteel Ind.; Bedford Furniture Ind.; Maurice Mandle and 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-Luminum 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.; Fredman Bros. Furniture Co.; Grange Mattress Co.; Homecrest 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:** Altoona 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. (Chiropractice, 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.; Scalandre Silks; Strohelm & 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, Aisay, Aisy); 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:** Craford 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

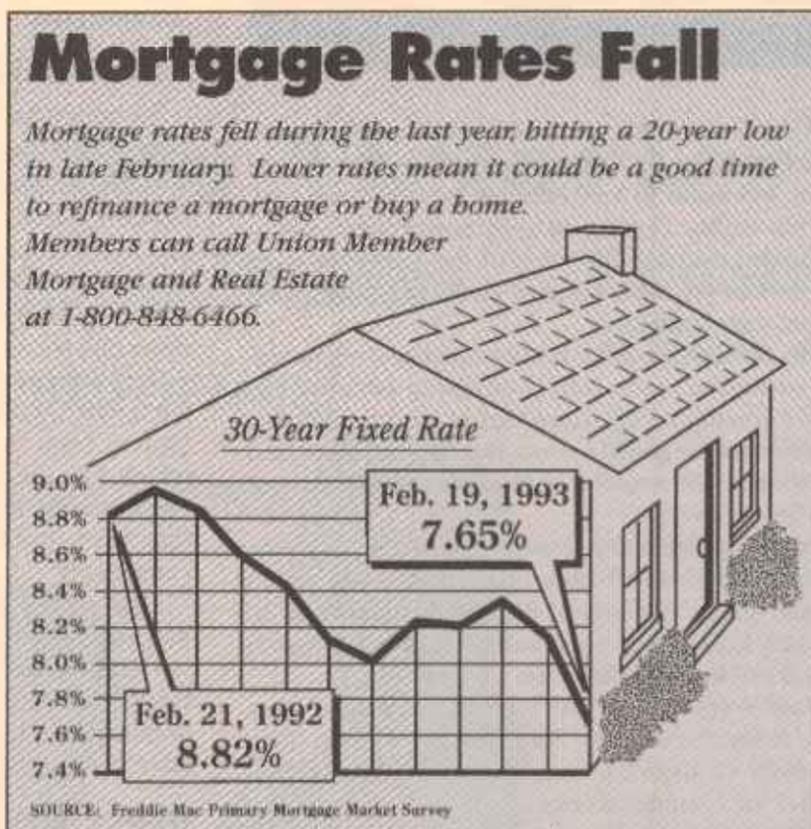
If you own a home, refinancing your mortgage through the Union Member Mortgage and Real Estate program could really pay off.

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



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



## Clinton Administration Offers Reason for Optimism

by John Kelly, International President

**T**he 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 gala 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 unrelieved 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-time 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 drivers 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., targetting strategies, innovative techniques, successful organizing structures.

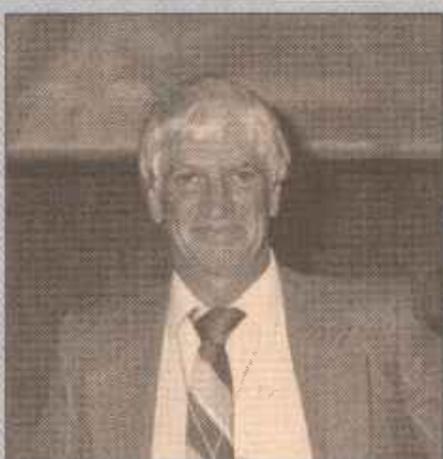
We look forward to protecting our members with good labor agreements, by lobbying for protective and progressive legislation (like that above), and by bringing the benefits of collective bargaining to new members. Of course, striker replacement legislation and labor law reform would make these tasks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

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

## Local 378 Fred Trotter Memorial Scholarship Established

A memorial scholarship has been established, following the passing of former Local 378 President and International Vice President Fred Trotter in June 1992. The Fred Trotter Memorial Scholarship is intended to help OPEIU (OPEIU) members in British Columbia get training to become union officers and labour activists.

About \$15,000 seed-money was committed to a scholarship fund for Local 378's 25th anniversary in 1980. The fund will generate between \$350 and \$500 a year to subsidize or support residential colleges, labour schools or other trade union programs.



Local 378 honorary life member and past president Fred Trotter passed away in June 1992. He was also a past Local 378 union representative and past member of the executive council of B.C. Federation of Labour, as well as vice president emeritus and past Canadian director of our international union, the Office and Professional Employees International Union.

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

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
<b>1992 Canada CPI</b> (1986 = 100)	127.0	127.1	127.5	127.6	127.8	128.1	128.4	128.4	128.3	128.5	129.1	129.1
% Change from Prior Month	0.5	0.1	0.3	0.1	0.2	0.2	0.2	0.0	-0.1	0.2	0.5	0.0
% Change from Year Earlier	1.6	1.7	1.6	1.7	1.3	1.1	1.3	1.2	1.3	1.6	1.7	2.1
<b>1993 Canada CPI</b>	129.6											
% Change from Prior Month	0.4											
% Change from Year Earlier	2.0											
<b>1992 U.S. CPI-W</b>	*405.2	406.2	408.1	408.9	409.9	411.4	412.1	418.3	414.5	415.8	416.5	416.3
**136.0	136.4	137.0	137.3	137.6	138.1	138.4	138.8	139.1	139.6	139.8	139.8	
% Change from Prior Month	0.1	0.3	0.4	0.2	0.2	0.4	0.2	0.3	0.2	0.4	0.1	0.0
% Change from Year Earlier	2.4	2.7	3.0	3.0	2.8	3.0	3.1	3.1	2.9	3.1	2.9	2.9
<b>1993 U.S. CPI-W</b>	*417.8	419.2	420.4									
**140.3	140.7	141.1										
% Change from Prior Month	0.4	0.3	0.3									
% Change from Year Earlier	3.2	3.2	3.0									

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