

WHITE COLLAR

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

No. 453

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OPEIU Launches National Drive and Legislation for Hypnotists & Hypnotherapists



Few know that among OPEIU members there are hundreds of hypnotists and hypnotherapists across the United States. In fact, OPEIU is the only labor organization representing professionals in the industry for more than 20 years.

The union plans to bring the benefits of OPEIU membership to even more. In August 1994, it launched a national organizing drive, after chartering the National Federation of Hypnotists, Local 104.

Hypnotists and hypnotherapists are a diverse group with varied interests. But one interest they have in common is a desire to preserve and advance the professionalism of hypnotism and hypnotherapy. OPEIU works with

them to do just that and to lobby for state legislation to protect their industry.

OPEIU International President Michael Goodwin spoke before the National Guild of Hypnotists Convention in Nashua, New Hampshire recently. He is pictured above with (left-to-right) Dr. Dwight Damon, president of the National Guild of Hypnotists and of the National Federation of Hypnotists, OPEIU Local 104 (Merrimack, NH); Gerry Kein, executive director of the National Guild of Hypnotists and member of Local 104 (Florida); Allan Stibbard, president of Local 800 (British Columbia); George Kappas, president of Local 472 (California); Dr. Scott Giles, leg-

islative coordinator, Local 104; William Von Peters, member Local 472 (Tennessee); OPEIU Secretary-Treasurer Gilles Beauregard; Larry Tillman, member, Local 104 (Tennessee); and Walter Allen, business manager of OPEIU Local 6 in Boston, Massachusetts.

The group was part of the OPEIU legislative committee that worked to draft a proposed registration act and discuss legislative strategy. Currently few states, such as Minnesota, Washington and Utah, require hypnotists to be registered. Legislation is being submitted in others.

The Convention took place August 12-14, 1994, followed by two weeks of skill-building workshops.

Porcaro Named Organizing Director and Wins "Doug Award"

OPEIU International President Michael Goodwin announced that Senior International Representative Jay Porcaro will become the union's new Director of Organization. "Jay brings to the job highly developed skills and expertise in bargaining, arbitration, and — most importantly — organizing. Plus he has the added advantage of knowing OPEIU, its members, officers and staff so well. We are very



Jay Porcaro

pleased to have him as our new Organizing Director," he said.

"We, in fact, have both Jay's appointment to celebrate and his recent winning of the union's highest award

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OPEIU Beats Union Buster at Group Health Inc.; Local 12 Members Win Contract



Pictured here International Vice President Michael Walker (right) signs the new collective bargaining agreement for the 1,200 members at Group Health Inc. Behind him are members of the GHI task force.

"Because of internal organizing (or reorganizing), an effective corporate campaign, and a good hard-working, solid mem-

bership, we beat the union busters and won this struggle," announced International Vice President and Representative Michael Walker. (Continued on page 11)

Labor-Management Tops Conference Agenda

Labor-management cooperation programs are being highly touted by the Robert Reich and President Bill Clinton's Department of Labor.

- What are they?
- Are there any benefits?
- What are the pitfalls?
- What safeguards must we make to protect our members and the union?

These were just a few of the questions discussed at the OPEIU 1994 Re-

gional Education Conferences in a day-long training program.

Also many locals are unclear about provisions of the Americans with Disabilities Act and how they affect bargaining and representation of our members. We, therefore, brought participants up-to-date on what is still a developing area of the law.

At one conference there was also time to discuss the Family and Medical Leave Act and its impact on bargaining

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Holiday Shopping — the OPEIU (Union) Way

With the holiday shopping season fast approaching, it's time to start thinking about the savings associated with Union Shopper and Union Member Discounts.

Union Shopper

If you're a union member who likes to hunt for bargains, you should check out Union Shopper. Designed to help members make educated buying decisions, this union-exclusive program offers savings on a variety of brand-name products and services.

Unlike a commercial shopping service, Union Shopper actually is a union-negotiated, full-service consumer network tailor-made to meet the purchasing needs of union members and their families. The program works by using the collective buying power of the AFL-CIO to offer OPEIU members selection and savings on everything from eyeglasses to entertainment to automobiles. Special advantages include union-made product verifications and specially negotiated discounts.

The program is easy to use. If it's a consumer item you want, simply call the Buying Service toll-free — any time, day or night — tell them the brand, model and lowest price you've found on any one of over 275,000 brand-name products, and a Buying Service representative will let you know whether Union Shopper can beat it. It's the best way to save as much as 60 percent on everything from electronics and household appliances to jewelry and other items.

Thinking about buying a car? With Union Shopper's AutoOptions Car Buying Service, you'll never have to worry whether you've chosen the right model or paid the right price. Just purchase the service's AutoFacts report, and you'll get detailed information on any union-made model you select — including the manufacturer's suggested retail and dealer invoice prices. When you're ready to buy, you can leave the dealing to the program's free Negotiating Service. By using this service, you can save hundreds of dollars on the union-made vehicle of your choice.

AutoOptions also offers apply-by-phone car leases and financing on union-made vehicles; 20 to 50 percent off manufacturer's extended warranties; and Guaranteed Auto Protection (GAP), which pays the difference between what is owed on a new vehicle and what an insurance company will pay if it's destroyed or not recovered.

If it's eyewear or prescription drugs you need, Union Shopper can help

with those purchases, too. The program's unique Eye Care Plan of America offers savings of 20-60 percent on eyewear at over 5,000 participating eye care centers nationwide. The Prescription Drug Program benefit helps members save at participating pharmacies displaying the "PAID" sign, and also offers savings on mail-service prescriptions.

Union Shopper also covers your family's entertainment and personal needs. You can save when you go to the movies by purchasing mail-order movie tickets from AMC, General Cinema and Loews Movie Theaters, and you also receive 40 percent discounts on interstate moves through North American Van Lines.

Union Shopper's exclusive services are available for an annual fee of only \$19.95. (Or save \$10 and pay only \$9.95 when purchased in combination with Union Driver and Traveler.) To enroll, call 1 (800) 547-4663, 24 hours a day, 365 days a year.

Union Member Discounts

Another source of holiday savings for members is Union Member Discounts. For members planning a holiday vacation in Orlando, Florida, this program offers a special members-only, off-season rate of \$79 at Hotel Royal Plaza, an official Walt Disney World hotel (discount ends Dec. 23, 1994, when the rate rises to just \$89, and is based on availability). Just tell them you are a union member when you make your reservation and show them your union card when you check in.

For members planning holiday car travel, Union Member Discounts offers savings through Hertz Car Rental. Hertz benefits include up to 20 percent discounts on daily member benefit rates; 5 percent discounts on leisure, daily and weekend rates; and \$20 off with special union-member coupons.

For details on these and other Union Privilege benefits, you can call 1 (800) 452-9425.

Parent's College Advisor Guide Helps in College Selection, Financing

As a parent, you know that planning for your son's or daughter's college education is important. That's why the Parent's College Advisor was created. Designed as a guide for parents of college-bound students, the Parent's College Advisor provides advice on choosing the right school and the right financing package — with special emphasis on the financial aspects of college selection.

This handy resource guide is available to OPEIU members for only \$4.95. To order a copy, call toll-free 1 (800) 248-5299, 9:00 a.m. to 8:30 p.m. Eastern Time, Monday through Friday.

The Parent's College Advisor — another money-saving benefit offered to you exclusively through Union Member Discounts.

OPEIU Membership Doesn't Cost...It Pays!

Because you are an OPEIU member, you are entitled to a whole range of valuable, money-saving Union Privilege benefits and services:

- Low Rate MasterCard
- Free Legal Services
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- Mortgage & Real Estate Services
- Discount Prescriptions
- Motor Club & Car Repair Service
- Discount Buying Network
- Consumer Discounts

Call Today
for More Information: **1-800-452-9425**

Program restrictions may apply to members outside the continental U.S.

Announcement

Union MasterCard Scholarships Deadline: March 15, 1995

The Union Privilege Union MasterCard Scholarship Program will provide \$150,000 in awards to students representing AFL-CIO unions in 1995.

The scholarship program, now in its fourth year, is open to union members, as well as their spouses and children. The program offers one-time cash grants of \$500 to \$4,000 to help with the costs of higher education.

Members interested in receiving 1995 scholarship applications should send their requests on a postcard with their name, phone number and return address clearly printed on it, to Union MasterCard Scholarship, P. O. Box 9389, Minneapolis, MN 55440-9389. The application deadline is March 15, 1995. Scholarship recipients will be announced June 30, 1995 (only winners will be notified). Applicants interested in receiving confirmation of the receipt of their application should enclose self-addressed, stamped postcards along with their postcard applications; phone inquiries will not be accepted, either for receipt of application or for award status.

To qualify, applicants must be accepted into or attending an accredited university, college, community college, or a recognized trade or technical school by June 30, 1995. Graduate students are not eligible.

At least one full year of good-standing membership in the OPEIU is required for a member or dependents to apply. However, members don't need to have a Union MasterCard credit card to apply.

Award Criteria

Applicants will be selected based on academic achievement and potential, character, leadership abilities, social awareness, career goals and financial need. Along with the entry form, each applicant must submit one reference, verification of union membership, and an essay of 500 words on his or her interests and aspirations, as well as an explanation as to why he or she is deserving of a union scholarship.

So far, the Union MasterCard Scholarship Program has awarded over \$330,000 to more than 200 scholarship recipients from AFL-CIO unions. Recipients have ranged from high school valedictorians to unemployed union members to students with disabilities; however, the qualities each have in common include an outstanding academic track record, and an understanding of and a commitment to the labor movement.

OPEIU Beats Union Buster

(Continued from page 1)

representative Michael Walker. Back in October of last year, it became clear to the officers of Local 12 in Minneapolis/St. Paul, Minnesota, that the employer — Group Health Inc. — had hired a union buster. Instead of good faith negotiations and giving the members their entire bargaining package, management presented the union with one contract demand at a time. The bosses insisted that the union and members agree on each, with no clear idea of the overall picture, Walker said.

Then, rather than have the union consult with members over bargaining, the company began distributing a newsletter urging its position and distorting — even lying about — the union's position on negotiations proposals.

Finally, the company set up a "double-breasted" operation, named

Health Partners. Once this second — non-union — facility was in place, GHI began urging merger. "Without placing new language in the contract, the company would be able to move work and employees to the non-union facilities," he added.

"Luckily we shifted into high gear and began a corporate campaign and an internal organizing campaign.

"GHI's achilles heel (that is, its great weakness) was its mania over merger. Such a merger would have to be approved by the legislators. We met with all of the legislators who sit on the various committees who must approve or deny the bill for merging public and private operations," Walker reported.

Local 12 also developed internal communications which were hand-delivered to members throughout the 27 different GHI clinics. Additionally the

local created the "contract action hotline," a 24-hour service giving up-to-date information on bargaining.

Members wore green ribbons with an OPEIU pin or button on their uniforms and personal clothes. They wore them religiously, Walker said, to demonstrate support for the union.

A task force of 150 members formed to organize and communicate with their coworkers. Because of this hard-working group, led by the staff and officers of Local 12, our GHI members won a new, improved contract and protected their right to collective action.

Because of the fight, the group is united more strongly than ever, with an improved communications and steward system in place. We congratulate Local 12 and the GHI members on their victory and progress. Keep up the good work.

Porcaro Named

(Continued from page 1)

for organizing — the Henderson B. Douglas Award, affectionately called the 'Doug Award.' In 1993 Jay organized the most new members into the union," Goodwin said.

During his OPEIU career, Porcaro has been involved with campaigns bringing several thousands of new members into the union — the largest of which was the merger of a 2,100 member independent union in the Milwaukee area, the Associated Unions of America.

Porcaro began his career with OPEIU as a business representative for Local 388 in Cincinnati, Ohio — his home town. Previous to that, however, he earned his commercial art degree and worked as a music teacher.

In 1969 OPEIU International President Howard Coughlin hired him on the International staff and assigned him to the Milwaukee area, where he won the first of three Henderson B. Douglas Awards. The "Doug Award" is the union's highest award for organizing successes. It is awarded each year to the representative, local officer or local union organizing the most new members into the union.

In the mid-seventies President Coughlin brought Porcaro to the New York area to serve as assistant to then Director of Organization Art Lewandowski. In 1979, he returned to the Midwest, this time to Cleveland, to work as a servicing and organizing representative. There he helped establish and coordinate the successful Tri-State Organizing Council. He has served as International Representative ever since.

He and his wife Teresa have two children, Jim, 22, and Michelle, 27, both of whom live in Ohio.



The Local 12 negotiating committee signs the new GHI contract after a long struggle. On the far right is International Representative Michael Walker who led that fight.

1994 Regional Education Conferences

(Continued from page 1)

the Democratic candidate for Wisconsin Governor, and Tom Hecht (D) who was running for U.S. Congress. The delegates were also welcomed to the region by David Newby, newly elected president of the Wisconsin State AFL-CIO, and Jim Cavanaugh, president of the South Central Federation of Labor.

All of the program instructors, except for the financial reporting workshop, were teachers at the School for Workers, University of Wisconsin. John Drew, John Lund, Katherine Sciacchitano and Robert Wright taught sections of the labor-management participation program.

Dan Lafond, Investigator at the Office of Labor-Management Standards,

Department of Labor, assisted Brian Francella in the secretary-treasurers workshop. Katherine Sciacchitano taught the half-day program on Americans With Disabilities Act.

Attending from regional local unions were: 1 (Indianapolis, IN); 9 (Milwaukee, WI); 12 (Minneapolis, MN); 28 (Chicago, IL); 35 (Milwaukee, WI); 39 (Madison, WI); 95 (Wisconsin Rapids, WI); 336 (Kenosha, WI); 391 (Chicago, IL); 444 (Galesburg, IL); 502 (Oberlin, OH); 505 (Milwaukee, WI); and 787 (Milwaukee, WI). Representatives Michael Walker (also Vice President), Anne Peckham and Bonnie Strauss participated. Vice President Carolyn Combs also was present.



New International Director of Organizing Jay Porcaro describes plans for OPEIU growth at Madison Conference.



Local Union Secretary-treasurers and trustees attend financial reporting workshop.





The New and Misdirected Congress

by Michael Goodwin, International President

The results of the recent midterm elections were very disappointing to those of us who care about better health care, safer work places and fair treatment on the job. We need relief from declining wages and growing economic insecurity.

What we got on November 8th was the certainty that the country is going in the wrong direction. The new Congress seems unsympathetic to workers' rights and the prospects for a broader two-tier system of low-paid, unskilled jobs are in sight.

The economic power of this country was built on the backs of a strong middle class established by the labor unions. Unions won good paying jobs with liberal benefits. Unions insured passage of laws providing security for all, such as social security, medicare, minimum wages, workers' compensation, and safety and health protection. The labor movement saw to it that pensions were protected with the passage of the Employee Retirement Income Security Act. All of these programs were steps forward in advancing the standard of living for all of us and our children.

The new Congress will do little to provide health care for the 38 million people without it or for the additional 100,000 people who lose health coverage each month because they can't af-

ford it or their employer no longer provides it. They will do little to promote safety and health regulations on the job. Nor will they embrace legislation on striker replacements. In all, there is little that they will do which will help you as a hard working individual struggling to provide for yourself and your family.

The new Republican leadership in Congress pledges to pass legislation based on a "Contract with America" which does not bode well for the average family. The contract promises expensive tax cuts for the wealthy, increased defense spending and a balanced budget amendment. These items are nothing more than the recycled promises of 1981, turning back the clock to the failed fiscal policies of the 1980's. "Reaganomics" caused the national debt to explode from less than one trillion dollars in 1980 to nearly five trillion today. You, your children and grandchildren will continue to pay this debt indefinitely. Interest payments alone rose from 52 billion dollars in 1980 to 226 billion dollars today.

The tax cuts for the wealthy includes a capital gains tax benefitting families with incomes in excess of \$100,000 with a 151 billion dollar tax reduction over ten years; IRA's for upper income families with 20% of the wealthiest receiving 95% of the bene-

fit; and an estate tax exemption from federal taxes increased from the first \$600,000 to the first \$750,000 of income. (How many of you qualify for this one?) Defense spending would increase by 61 billion dollars over five years and the balanced budget amendment would require 743 billion dollars over the same period. When all the math is added up the Republican contract comes up 800 billion dollars short even if you give credit for 176 billion dollars in "possible offsetting cuts" over five years.

The new leaders in the 104th Congress include the Speaker in the House of Representatives Newt Gingrich (R-GA) and Senate Majority Leader Robert Dole (R-KS). But even more unsettling are the new Senate Committee Chairpersons such as Jesse Helms (R-NC) Foreign Relations; Strom Thurmond (R-SC) Armed Services; Orrin Hatch (R-UT) Judiciary; Bob Packwood (R-OR) Finance; Alfonse D'Amato (R-NY) Banking, Housing & Urban Affairs; Mark Hatfield (R-OR) Appropriations; and Nancy Kassebaum (R-KS) Labor & Human Resources. We should be thankful that the 1996 elections are only 24 months away. Time will prove that the Republican contract is not the way to go — we've been down this road before.

We all have our work cut out for us. We must continue to speak out and advocate issues that are beneficial to us as working people. I strongly believe that we can change these negative developments. The new Congress will raise our level of consciousness about what we need to do to affect change — the kind of change that helps you and your family rather than the wealthy. Everywhere I go I find workers who need and want collec-

tive bargaining and, with this new Congress, that need will grow.

As I have discussed in previous articles, we are embarking on an ambitious program of Regional Organizing Cooperatives (ROC) to help bring the benefits of collective bargaining to people in need. It is only through growth that the OPEIU and the labor movement can gain influence in affecting political decisions and in 1996, sending representatives to Congress who are on our side. The union movement is the only force for good that has fought for all issues beneficial to families and we will continue to fight for workers' rights and social legislation. Join in this fight by calling your local union to volunteer a small portion of your time to help organize workers in your area, or to join a political action committee.

We need your help!



There's precious little to celebrate in the recent elections, but a few successes were evident — including the narrow reelection of Diane Feinstein (D-CA) to the U.S. Senate. Feinstein appears here with OPEIU International Vice President Kathleen Kinnick.

Season's Greetings

The Office and Professional Employees International Union wish all of our members, staff and officers the best of holiday seasons.

Together as trade unionists, members of OPEIU, we have worked in 1994 to improve our working lives and the lives of our families. Through collective bargaining and progressive legislation we have gained better wages, hours and working conditions. Through the union we have developed more training programs and better benefits.

It, however, was also the year we lost our Brother and International President John Kelly. While we mourn his loss, we also celebrate his legacy and his life.

John Kelly would challenge us to make even greater gains in 1995 — a challenge we accept.

May you and your families enjoy good health and happiness in the coming year. The very happiest of seasons greetings,

Michael Goodwin
President

Gilles Beauregard
Secretary-Treasurer

Michel Lajeunesse
Canadian Director

Executive Board

Thomas Babb
Kathleen Kinnick
James Mahoney
Gwen Newton
Patrick Tully

Janice Best
Gary Kirkland
David Miller
L.J. Sheridan

Carolyn Combs
Richard Lanigan
J.B. Moss
Ron Tuckwood
Michael Walker

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

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1993 Canada CPI	129.6	130.0	129.9	129.9	130.1	130.2	130.5	130.8	130.9	130.9	131.5	131.3
% Change from Prior Month	0.4	0.3	-0.1	0.0	0.1	0.1	0.2	0.1	0.1	0.2	0.5	-0.2
% Change from Year Earlier	2.0	2.3	1.9	1.8	1.8	1.8	1.6	0.2	0.2	1.9	1.9	1.7
1994 Canada CPI	131.3	130.3	130.1	130.2	129.9	130.2	130.7	130.8	130.9	130.7		
% Change from Prior Month	0.0	-0.8	-0.2	0.1	-0.2	0.0	0.4	0.1	0.1	-0.2		
% Change from Year Earlier	1.3	0.2	0.2	0.2	-0.2	0.2	0.2	0.2	0.2	-0.2		
1993 U.S. CPI-W	*417.8	419.2	420.4	421.8	422.6	423.1	423.2	424.2	424.9	426.7	427.1	426.8
**140.3	140.7	141.1	141.6	141.9	142.0	142.1	142.4	142.6	143.3	143.4	143.3	
% Change from Prior Month	0.4	0.3	0.3	0.4	0.2	0.1	0.1	0.2	0.1	0.5	0.1	-0.1
% Change from Year Earlier	3.2	3.2	3.0	3.1	3.1	2.8	2.7	2.6	2.5	2.7	2.6	2.6
1994 U.S. CPI-W	*427.7	428.8	430.2	430.9	431.7	433.2	434.3	436.4	437.5	437.8	438.6	
**143.6	144.0	144.4	144.7	144.9	145.4	145.8	146.5	146.9	147.0	147.3		
% Change from Prior Month	0.2	0.3	0.3	0.2	0.1	0.3	0.3	0.5	0.3	0.1	0.2	
% Change from Year Earlier	2.4	2.3	2.3	2.2	2.1	2.4	2.6	2.9	3.0	2.8	2.7	

* CPI-W figured on a 1987 base
** CPI-W figured on a 1982-84 base

Canada Celebrates Labour Day's 100th Anniversary

This year is the 100th anniversary of Labour Day in Canada. Throughout the country the labour movement was marching for jobs, and in opposition to cuts in unemployment insurance and social programs.

Here's how Labour Day came to be:

- In 1894 the Dominion government of Canada declared the first Monday in September a legal public holiday, to be known as Labour Day.

- This event was preceded for many years by a Toronto labour tradition of holding an annual parade and picnic.

- In 1882, Toronto unionists invited Peter J. McGuire, founder of the United Brotherhood of Carpenters in New York, to speak at their annual picnic. Later that same year, McGuire called for a new American public holi-

day to be known as Labour Day.

- In 1872, the labour movement in Toronto organized a parade of four marching bands and 3,000 workers from 13 unions. Their aim was to secure the freedom of members of the typographical union, who had been charged with belonging to a union. Organizing a union finally became a legal activity on June 14 of that year.

- One of the first labour parades occurred in London, England in 1834, to protest against the conviction of the Tolpuddle Martyrs, six farm labourers who attempted to form a union. Fifty thousand protesters walked in a show of support for the labourers. After their release from prison, five of the six Tolpuddle victims emigrated to the area around London, Ontario.

Winnipeg General Strike 75 Years Old

More than 70 unions and other service organizations marched through Winnipeg in celebration of the 75th anniversary of the Winnipeg General Strike in 1919. OPEIU members were among the thousands participating. The back of the OPEIU float can be seen below as it prepares to disembark with International Vice President Dave Miller atop.

The General Strike

Winnipeg literally came to a dead stop in May of 1919 for a full six weeks, as factory workers, miners, railwaymen, clerks, machinists walked off their jobs. Although the company bosses attempted to portray the struggle as a Bolshevik plot, the most revolutionary idea was the strikers' attempt to maintain bread and milk deliveries to families. If it were a government overthrow, some asked, why were the police asked by the strikers to stay on the job. Why did the strike frighten the owners and bosses so?

Because more than half the strikers were *not union members*. Rather

they were working people, common allies. Many were immigrants who had been discriminated against based on race or ethnic origin. All were working class and shared a sense of solidarity and community. This was immensely threatening to the establishment. They could recognize the potential power of workers uniting.

During that six weeks the workers hung together sharing a common cause and a warm feeling of solidarity and strength. Railway workers risked their seniority and jobs so that machinists could have a union. The police refused to repudiate the strikers; many were fired.

Ultimately, however, the owners broke the strike. Thugs were hired by a Citizens Committee of 1,000. Riots occurred, many were beaten, one died, and all strike leaders were jailed. Everyone eventually went back to work.

In spite of this, unions have slowly grown and prospered throughout the years in Winnipeg. At the same time, companies have continued to attack unions and to break strikes. So much has changed; yet so much has remained the same.



OOPS! We Stand Corrected

We forgot to credit the photo accompanying the gay/lesbian labor caucus article in the last *White Collar* to G. Mendelson, CWA 9410. Our apologies.

Also, the head to that story read "Gay OPEIU Members Attend Conference." In fact, many non-gay members attended the conference as well, as was pointed out to us by our Local 2 member Linda Romero. She went on to say, "I believe in social and economic justice in the workplace for everyone regardless of their race, sex, religion, ethnicity of their sexual orientation. It is important to support all people in their struggles." No argument there.

Why Does Organizing Matter If You're Already Organized?

"It's terrible, you know. I feel bad for people who are trying to organize a union, especially when they lose their jobs, but it doesn't really have anything to do with me. I already have a union."

That's not an unusual attitude. Most union members don't think much about how organizing affects them. But, consider the following questions.

- If more workers in your area were

union members, how would it affect your ability to get a good contract?

- If more workers in your industry were union members, would your bargaining power go up or down?

- If more American workers were union members, would that affect your job security?

The answer to the first question is "a great deal." Your employer evaluates your union's wage and benefit proposals according to conditions in the local area. It's not likely that he or she will agree to a settlement that puts your wages and benefits considerably above what others in your area are paying. The same is true for the percentage of your industry's workforce that is unionized. If your employer competes against non-union employers who pay low wages and benefits, that creates a situation in which there is constant pressure on your wages and benefits as well.

And if the percentage of the American workforce in unions were to increase, labor's political power, and therefore our ability to push for fair

trade agreements and other policies that protect workers' jobs and standard of living, would increase as well.

The law which is supposed to protect American workers' right to organize . . . doesn't. The penalties for breaking the law are virtually nonexistent and the law, which was written in the 1930s, doesn't cover many of today's workers.

If you'd like more information on how we're trying to change the law, call 1-800-4 JUST LAW.



WHITE COLLAR

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MICHAEL GOODWIN President
GILLES BEAUREGARD Secretary-Treasurer



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Washington Window

Paradox: Jobs Up, Poverty Up

The latest federal figures on jobs, income and poverty present a disturbing paradox: Jobs are up. Incomes are down. And poverty is up. How can this be?

Conventional wisdom says that in an economic recovery, not only will the numbers of workers rise, but so will their incomes. That means a smaller percentage of people will be poor.

Federal figures released October 7 show unemployment dropped — again — in September to 5.9 percent, down from 7.4 percent in 1992. Yet in 1992-93, median wages of full-time working men dropped \$700, to \$30,407 after inflation. Full-time working women saw median wages decline by \$250, to \$21,747. Those medians — or mid-point levels — dropped for the fourth straight year.

And average hourly wages for non-supervisory workers — the assembly-line workers, teachers, carpenters, textile workers, steelworkers and millions of others — are at the lowest point since 1964, before President Johnson's War on Poverty began.

Worse, income inequality grew. The richest five percent of the nation's families now gets one-fifth of the nation's income. The poorest fifth of the nation's families gets 3.6 percent of the income — the worst figure in years. Income going to the rich has been growing.

The result? Over 1.3 million more people became poor. More than one in seven (15.1 percent) of Americans were poor last year, up from 14.8 percent in 1992.

What are the reasons for this paradox of declining incomes, rising poverty and declining unemployment? Rudolph Oswald, Director of Economic Research for the AFL-CIO, cites a shift in employment patterns from well-paying manufacturing jobs to low-paying service jobs, government inaction, business action — and the interaction between government and business.

"The unemployment figure highlights elements that interact with poverty," he explained. One is that real wages rose only 2.5 percent in the last year, lagging behind inflation (2.9 percent). That means people lost money relative to the economy.

Even then, "the wage gains are almost totally in service jobs, especially in temporary services." Those workers have little or no job security, Oswald said. And while previous recoveries saw increases in high-paying manufacturing and construction jobs, this one hasn't.

"Manufacturing still is one million jobs below" what it was at this time in the last recovery, during the Reagan Administration "and construction is 200,000 jobs lower," Oswald said.

Oswald partly blames Republican administrations for the poverty increase.

He says "the whole long freeze" on the minimum wage during the GOP era led to a minimum wage that is now \$4.25 hourly. The minimum wage historically was half the average wage. The GOP freeze sent it below 40 percent. If the minimum was half the average, it would be \$5.75, Oswald adds.

The result? The non-partisan Center for Budget and Policy Priorities reported that one of every six full-time workers earned too little last year to lift their families out of poverty. Those workers are the minimum-wage workers.

Trade deficits don't help, Oswald adds. The record red ink with our trading partners "will encourage companies to move jobs offshore," he says.

Republican opposition to health-care reform puts workers in the hole, too. The center said that in 1993 employer-provided health insurance covered 57 percent of Americans, down 5 percent from 1992. Oswald said that decline conceals the larger story.

"More and more of a person's income is being spent on health care: even if he or she has insurance, Oswald said. "That contributes to the reduction in real wages." Guess who blocked health care reform? Republicans — and business.

Business decisions in trade, wages, negotiations and moving plants offshore also play a large part in the paradox of declining unemployment and rising poverty, Oswald adds.

Business "holds down workers' wages while giving large increases to top executives," it pushes "free trade" legislation — without worker protection — on Capitol Hill, and it opposes any legislation to let workers help themselves. And, other labor officials note, when workers threaten to strike for better pay or conditions, business responds with threats to move plants to foreign countries.

"Business and its interaction with government policies would account for" about three-fourths of the blame for the paradox of rising poverty and declining unemployment, he concluded.

Why the Gender Gap?

According to the editorial (see paragraph 3), men currently have a median wage of \$30,407 annually in the United States, while women are only making \$21,747. Why the gap? Primarily because the majority of U.S. workers are unorganized. Such wage differentials do not exist in union agreements. Just another reason, besides fairness and dignity on the job, to bring the benefits of unionization to unorganized workers.

Work and Health

How Nutrients Work for You

By Phillip L. Polakoff, M.D.

Regardless of the physical demands of the job...

No matter what sort of routine you follow to keep fit...

The cornerstone in the foundation of your every effort to achieve a healthy life is a balanced diet. At work or at play, you need to give special consideration to your body's needs for energy. The source of that energy, of course, is the food we eat.

It helps to understand the basics of good nutrition so you know the foods to choose when planning your diet. The word "diet" is used here not in the more common meaning of weight control. The diet in the sense this column is talking about is larger than that and refers to the whole program of your eating lifestyle.

The major nutrients include protein, carbohydrates, vitamins and minerals. Each of these is essential and they need to be balanced in your body.

Here are what each of them, plus some additional elements in your diet, do for you when you consume them in various foods:

Protein is the basic element that produces healthy cells in your muscles, organs, bones, blood and skin. The most common source of protein is meat, fish and dairy products.

But these are not the only sources of dietary protein, as some people mistakenly believe. Plant foods such as beans and dry peas, grain, nuts and seeds also contain protein.

Carbohydrates are broken down into two forms — simple and complex. Here's a case where simple isn't the best choice as it might be in other situations. Go for the complex carbohydrates. These are the grains, potatoes, vegetables and nuts. These are the great energy boosters.

Simple carbohydrates may be the "goodies" of life — the desserts, candy snacks and other sugary foods — but think of them as treats and consume them in moderation, placing more emphasis on the real heavyweight complex carbohydrates for energy's sake.

Minerals and vitamins are readily available in fruits, vegetables, meats, grains and dairy products. These mineral- and vitamin-packed foods provide the body with essentials. These include calcium, phosphorus, zinc and vitamins A, B, C, D, K and many others that help build and maintain the body.

In addition to the Big Four — protein, carbohydrates, minerals and vitamins — a healthful diet also includes some other elements.

Fiber is also an important factor. Not only does it help prevent constipation, fiber may also help fight intestinal disorders and colon cancer. The best way to have a fiber-rich diet without turning to medications is to eat lots of fruits, vegetables and whole grains.

Fats help the body absorb certain vitamins and provide an excellent source of energy. Most foods — even some fruits and vegetables — contain fat. The important thing is knowing what kind of fat you're getting.

Avoid saturated fats. This is the kind usually found in solid form like meat and butter.

Instead, choose polyunsaturated and monounsaturated fats. These are the ones usually found in soft or liquid form.

We already know that our bodies need fat. The crucial question is how much. Most guidelines recommend under 30 percent of your total caloric intake come from fat. Here's a way to figure the percentage of calories from fat in any food:

Multiply the grams of fat in a food item by 9 (which is the number of calories in a gram of fat). Then divide that number by the item's total calories. Your answer is the percent of calories from fat.

If you have any questions or suggestions for future articles, write to me at 1181 Solano Ave., Albany, CA 94706.

Dale Cooper Wins Canadian Scholarship

Dale Cooper was one of the 1994 Howard Coughlin Scholarship winners from Canada. Each of the winners receives a maximum of \$4,000 in financial contributions over four years.

We unfortunately did not have his photo for the last issue of *White Collar*. In that issue, we also inadvertently reported that he is a member of Local 225 when, in fact,

it is his mother that is a member Dale, since that issue, has enrolled at Dal-

housie University in Halifax, Nova Scotia in the Bachelor of Science Program. We wish him well in his academic career.



Local Unions in the News

Local Unions Award Scholarships

Local 106 (Groton, CT)

The first annual OPEIU Local 106 scholarships have been awarded to **Booth O'Connell** and **Ramesh Thiyagarajan**.

Booth is the step son of Paul Durand, an industrial radiographer at Electric Boat. Ramesh is the son of Lakshmi Thiyagarajan who is a relief head teller at the Waterford Branch of the Charter Oak Federal Credit Union.



Ramesh Thiyagarajan



Booth O'Connell

Booth is currently attending Connecticut College in New Long, studying child development; while Ramesh will be attending Amherst College this fall.

Ramesh and Booth shall both receive the first \$500 scholarship awards from the Local 106 Scholarship Fund, established in 1992.

Local 153 (New York, NY)

Local 153 offers annually to the children of members the Lavina Michl Wright Scholarship, named in honor of its benefactor and the first woman business representative for the local union. A scholarship of \$1,000 is awarded to a deserving student each year. **David Gould** won the 1994 scholarship.



David Gould

David plans to study medicine with a specialization in either pediatrics or genetics. Currently he will be attending Hamilton College studying biology. He graduates June 1998.

Outside of his curricular studies he plays tennis and is a tenor saxophonist (concert and jazz). In fact, his junior year of high school he played sax All-State.

Helping out this summer, too, he worked in a delicatessen.

He lives in Coram, New York, with his father George Gould and his mother, Local 153 member Clare Gould. Clare works at IBEW Local 25. David was born June 21, 1976.

Mississippi Local Beats Back Union-Busting Attempt at International Paper Co.

International Paper Co. is notorious for its union busting attempts and has successfully decertified a number of unions. Local 209 in Moss Point, Mississippi, however, made sure that they were not among that number.

As soon as the first letter in favor of decertification surfaced, Local 209 President Bea Harrison marshalled her troops — OPEIU brothers and sisters. "We devised a plan which included a copy of the letter attached to our cover letter stating the position of the Union. I met with the Local's members and with their support, we handed out fliers to every member at IP. The following week, I continued to give copies to those we missed on that day. WE WERE SUCCESSFUL! There was no petition filed and International Paper found out that Local 209 was not as weak as they thought," Harrison said.

Local 209 is on the move in organizing as well. Harrison reports that OPEIU Local 489 in Pascagoula, Mississippi, recently merged with 209, as well as the members of Local 71 from Mobile, Alabama. Plus, she says, they have begun organizing drives for clericals elsewhere who are unorganized. "With a little time and effort on my part, I am convinced that these employees can be unionized and working under contracts for which they can be proud," she added.

International Representative Ron Hutson is also conducting an organizing training session for the local at the first of 1995. "Even though we are very small in number, we have big ideas," Harrison concluded.

ing a Local 209 contract. While recuperating, she attempted to organize the hospital's nursing staff into the union.

Plus she worked on a merger of two OPEIU unions and scheduled a training program for the local union stewards.

As soon as recovered sufficiently to return to work, Harrison negotiated the contract for employees of Singing River Federal Credit Union.

"Unions, the nation over, would be in a much better position if there were more local presidents like Bea," Johnson concludes.

Pint-Size — No Way!

Bea Harrison, President of Local 209, is diminutive in size only, says Local 209 Member Jo-Ann Johnson. "She may be five feet tall and only 94 pounds, but in industry and dedication she is a giant."

According to Johnson, when Harrison recently learned that she had to undergo very extensive surgery, she postponed it in order to finish negotiat-



Pictured here are (left-to-right) International Representative Ron Hutson, Local 209 member Shirley Roland, member Carolyn Phillips with her 30-year OPEIU pin, and President Bea Harrison.



Bea Harrison, OPEIU Local 209 President at International Paper Company in Moss Point, Mississippi, accepts contributions from IP employees which she was on sick leave recuperating from major surgery.

Local 15 Organizes Real Estate Company, Health Clinic, Store & Credit Union

The salespersons of the only unionized Real Estate Company - B.C. Real Estate Network Inc. in British Columbia, Canada, now enjoy their first collective bargaining agreement. OTEIU Local 15's Doug Gibson organized the group.

Gibson also reports that an arbitrator assisted the parties in concluding a first contract for 48 new members employed by IGA Store in Golden, British Columbia.

New members employed by Wilson Family Practice, a health clinic, in Port Coquitlam were granted certification, November 1, 1994. The clinic was organized by Opal Skilling and Doug Gibson.

Local 15 President Barry Hodson reports that the Willow Point Branch of Evergreen Savings Credit Union (Campbell River, Port Alberni, Port Hardy, Parksville and Ucuelet) has been added to the local's growing list of certifications.

Local Unions in the News

Members at United Way Win First Local 106 Contract

Employees at the United Way of Southeastern Connecticut, who last year joined the ranks of OPEIU Local 106, have obtained their first union contract, said Local 106 President Stephen Hancock.

The negotiating team, led by Hancock, won a five-year agreement that included 3 percent wage raises from 1994 through 1997 and a 3.5 percent increase in 1998. Additionally, in 1994 salary adjustments were reflected in the base rate to fold in previous year bonuses.

The perseverance of the members and the negotiating team of Sharon Peccini, Kate Coakley, Ellie Weeks, Joe Quattromani, along with the support from other labor organizations, helped in obtaining this first agreement, Hancock said.

"The contract shows that when you hear during a United Way fundraising drive that there is a partnership between United Way and the labor movement, it is not just a shallow statement," he concluded.



Local 106 negotiating committee at United Way are (left-to-right) Stella Smegiel, Steve Hancock, Ellie Weeks and Sharon Peccini. Kate Coakley also served on that committee.

Credit Union Members Break New Ground:

- * Part-timers covered
- * Retirees medical coverage
- * 4-day workweek
- * Non-union branch included



Pictured here is the Charter Oak negotiating committee (left-to-right): Local 106 President Steve Hancock, Joe Quattromani, Caroline Sederwicz, Norma Sabljak, Caron Harris, Phyllis Strutt and Gina Hughes.

Local 106 members at Charter Oak Federal Credit Union in New London, Connecticut, broke ground and achieved growth in their new four-year contract.

Members, said President Steve Hancock, had been greatly concerned about part-time workers who were not in the union, along with the fact that there was a non-union branch office in Dayville, Connecticut. This new contract not only provides for the recognition of the union at all locations but also places all part-time workers in the bargaining unit. This prevents any undermining of the union, Hancock said, which was the greatest concern of the members.

In addition to a wage package that includes 3 percent raises the first two years of the agreement and 4 percent the last two, members can also earn an additional 4 percent in merit increases yearly.

A new holiday was added (Lincoln's Birthday), along with improvements in life insurance, accident/death and disability, and weekly disability benefits. Early retirement medical coverage for the first time has been included.

Local 378 Wins Award in Largest Labor Press Competition in North America

OPEIU News, published by Local 378 in British Columbia, Canada, has won a General Excellence award from the International Labor Communications Association, AFL-CIO, based in Washington, DC.

The Local 378 newspaper, produced by Communications Director Paula Stromberg, was a winner in the 1994 ILCA Journalistic Awards Contest covering publications produced last year. OTEU News received a third award (General Excellence III) category for local unions with 7,500 to 14,999 members. Local 378 has 8,700 members.

Judging was based on balance of content, appropriateness of subject matter to the organization served, make-up and readability. There were 1,483 entries in this year's ILCA contest.

"This is the largest labor press competition in North America and, apart from OTEU News, there was only one other winner in Canada," said Judy Robbins from the ILCA office in Washington.

OTEU News also received the Canadian Association of Labour Media award for Excellence in Layout and Design in publications by unions with more than 5,000 members. The paper has won CALM awards every year since 1986.



Local 378 Communications Director Paula Stromberg appears here with awards from ILCA and CALM for OTEU News.

Madison Members Collect 2,100 Pounds of Food for the Needy

Local 39 Members — negotiating stewards at CUNA Mutual — Shirley Noles, Syd Campbell and Dave Peck appear above as they pack 2,100 pounds of food. In their annual food drive, members collected and donated this abundance for distribution to three needy food pantries in the Madison, Wisconsin area.

"We also conducted a coat drive," said OPEIU Local 39 Business Manager John Peterson. "We collected many coats from all units that have been donated to a local charity."



A new four-day alternative workweek and an overtime rotational system will also help the credit union compete against other financial institutions, Hancock said.

He added, "Our goals were to come back with a contract that meets the needs of the members while at the same time assisting the credit union to grow in the years ahead. I think we have achieved that goal."

Working with Steve Hancock on these negotiations was a committee of Caroline Siderewicz, Phyllis Strutt, Gina Hughes, Caron Harris and Joe Quattromani. They were very pleased to present such a fine contract to their members.

1994 Regional Education Conferences: Many Locals and Faces

(Continued from page 1)

as well. Delegates chose this half-day program or Secretary/Treasurers/Trustees training. The latter was conducted by our International Union accountant Peter Novak from Thomas Havey & Co., assisted by a representative from the Department of Labor. Participants learned their obligations as STs or trustees and received updates on local union financial reporting.

For that reason, President Goodwin is recommending a new approach to organizing — regional organizing co-operatives (ROCs). Organizing will take place on a regional basis, under the direction of Director of Organization Jay Porcaro with the assistance of the regional vice presidents. New ROC organizers will be hired when financial plans are worked out at the Convention in June, 1995.



International President Michael Goodwin appears with Local 6's President Mary Mahoney and Business Manager Walter Allen at the Northeast Conference.

Organizing and a New Structure

This was also often a first opportunity for local union officers and members to interact with Michael Goodwin as International President, although many have known him for years as Vice President.

President Goodwin gave each conference a luncheon address. Following a moment of silence in honor of



Nancy Lessin from MASSCOSH and Christina Griffin, Disabilities Law Center, lead discussions on the Americans With Disabilities Act in Boston.

our recently departed President John Kelly, Goodwin broadly outlined upcoming plans for the union.

Organizing, he said, is our mandate as representatives of working people. And it's essential for our survival. Therefore, we need to be as efficient and effective in this as possible.



If we don't organize and commit funds to do it, we will become totally ineffective and irrelevant. We cannot negotiate better wages and working conditions if the vast majority of our industries remain unorganized with inferior benefits. Also if we don't increase our membership we cannot offer the types of services our members need and deserve. Not to mention our mandate to bring the benefits of union representation to unorga-



nized working people...

In an afternoon address new Director of Organizing Jay Porcaro emphasized this need. He went on to point out the resources we have within our own local unions — the members. Porcaro noted that the most effective organizers are other working people



and, therefore, urged the locals to set up "voluntary organizing committees" thereby enlisting members for use on future organizing campaigns. "No one is more effective than another worker who has reaped the benefits of collective bargaining and is willing to talk about it," he said.

Goodwin and Porcaro addressed all three of the Fall 1994 conferences:

Northeast Region

This year's Northeast Conference took place September 16-18, 1994, in



Boston, Massachusetts. Boston's Local 6, 453 and 600 hosted the group to an evening dinner cruise of the Boston Harbor and conducted a VOTE raffle raising hundreds of dollars for the union's political action fund — Voice of the Electorate. Local



6 Business Manager Walter Allen welcomed the group to the city and introduced President Goodwin.

Elaine Bernard, Director of the Trade Union Studies Program at Harvard University, conducted the training on labor-management participation programs. She received rave reviews for the seminar.

As did Nancy Lessin from the Mass-



achusetts Committee for Occupational Safety and Health and Christine Griffin from the Disabilities Law Center for their presentation on the American With Disabilities Act. Not just a few delegates called it the best program they had attended.

Barbara Cavanaugh, Investigator for Labor-Management Standards for the U.S. Department of Labor, assisted



Albuquerque is not normally in this region, but two of our representatives from there were in Washington, DC just prior to this conference. They were able to take advantage of that scheduling.

International Vice Presidents Richard Lanigan and Patrick Tully, as well as Representatives Dale Badoud, James Noone and Steve Hunt, also attended.

Erie Conference

Education & Research Director Gwen Wells (also National Vice President of the Coalition of Labor Union



dressed delegates about their struggle and appealed for assistance. OPEIU participants generously donated money and purchased t-shirts. Several locals pledged to have their members sponsor a locked-out family.

Local unions participating in the conference were: 17 (Cleveland, OH); 42 (Detroit, MI); 67 (Charleston, WV); 212 (Buffalo, NY); 393 (Flint, MI); 422 (Chillicothe, OH); 457 (Centerville, PA); 459 (Lansing, MI); 494 (Detroit, MI); 512 (State of MI); 513 (Elyria, OH); 1313 (Cincinnati, OH); and 1794 (Cleveland, OH). Representative Pat Priloh also attended.

Peter Novak on financial reporting requirements.

Who were those delegates: officers, stewards and members from Locals 2 (Washington, DC); 6 (Boston, MA); 32 (Union City, NJ); 106 (Groton, CT); 153 (New York, NY); 210 (New York, NY); 232 (Madawaska, ME); 251 (Albuquerque, NM); 453 (Boston, MA); 471 (Brownsville, PA); 555 (Bucksport, ME) and 600 (Boston, MA). No,



An A. E. Staley worker appeals for support in their lockout.



Women) showed a video recently produced to celebrate CLUW's 20th anniversary. Everyone agreed it was a great video for organizing women workers and each local ordered a copy. She also made a plea for all of those committed to civil and human rights, as well as women's rights, to join CLUW and support its many programs aimed at helping working people and their families.



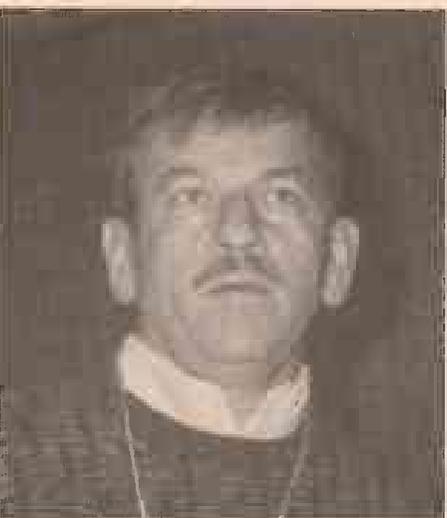
North Central Conference

This year's North Central Conference took place in Madison, Wisconsin, October 28-30, 1994. Local 39 from Madison showed delegates excellent Wisconsin hospitality.

Several special guests highlighted the program including Chuck Chvala,

(Continued on page 11)

Delegates work in groups on labor-management participation problems.



John Beck from Michigan State University led participants through discussions and exercises on labor-management participation.

Catherine Lundy and Karen Roberts taught Americans With Disabilities Act, while Tamara Glatz-Anderson led discussions on the Family and Medical Leave Act. All three teach at Michigan State University.

Catherine Baker, Investigator, DOL's Labor-Management Standards, assisted in the secretary-treasurers and trustees' workshop.

Two locked-out workers from A. E. Staley (a producer of sweeteners) ad-



Michael Goodwin Honored with the Paul Hall Award of Merit

Hundreds of trade unionists turned out on October 22, 1994, at the Sheraton Centre Hotel in New York City to honor OPEIU International President Michael Goodwin.

There the Maritime Port Council of Greater New York — a coalition of unions with members in the maritime industry — awarded Goodwin the Paul Hall Award of Merit. The award has a prestigious history which we report here.

The Paul Hall Award of Merit

The award has been in existence since 1980. Named after the dynamic and visionary president of the Seafarers International Union, it honors individuals who made important contributions to the development of the labor movement, the maritime industry and the port of New York.

Previous recipients have included shipowners, labor leaders, civil rights activists and grassroots community leaders. The diverse nature of these awards demonstrates the scope and depth of the Port Council's interests, as well of those of the man for whom the award is named. More than anyone else, Paul Hall made the New York Port Council what it is today.

One of the towering figures of the modern seamen's movement, Paul Hall left an enduring legacy of leadership, commitment and accomplishment. A founding member of the Seafarers International Union of North America, Hall rose through the ranks to become president of the organization and one of the great labor leaders of his day. Under his stewardship the organization grew into a leading force in organized labor.

He was a founder of the Maritime Trades Department within the AFL-CIO. And upon his death in 1980, at the age of 65, Hall was a senior vice-president of the AFL-CIO executive council — one of the most respected figures in the labor movement.

White Caps

The white cap you see displayed on the award given to Michael Goodwin is the traditional white cap worn by the seafarers. It is a symbol of courage, justice and support for the underdog — qualities embodied by those honored with this award, including President Goodwin.

Senator Daniel Patrick Moynihan and Arthur Imperatore, chairman of the Port Imperial FerryBus System and Hoboken Ferry, were also honorees at the dinner, receiving "awards of appreciation." But, the highlight of the annual affair is always the Paul Hall Award honoree — a distinguished labor leader like Michael Goodwin.



Kathryn Lee Honored with Award and Dinner

Kathryn Lee, president of OPEIU Local 339 for 18 years, was the honoree on June 10, 1994, at the Akron/Medina County Labor Council. There she received the 1994 Peter Bommarito Community Award for "outstanding voluntary community services." According to International Representative Jay Porcaro, "Kathryn is the first OPEIU member to receive the award. And because she does so much in her retirement for community service, it is a big deal."

The award dinner program describes Kathryn as "people oriented" most of her life. She is a member of the Coalition of Labor Union Women, Urban League, NAACP Advisory Board Member, President of Phoenix Special School, Suburbanite Civic-Social Club, and Fundraiser Chairperson of the Union Counselor Association, AFL-CIO . . .

In addition, she holds or has held positions as Vice President of the Cuyahoga Street Block Club, volunteer supervisor for county welfare recipient trainees and PIC youth in summer programs, UAW local secretary and bookkeeper, Summit County Child Welfare Board, United Fund Agency, and stenographer at Wright-Patterson AFB Base in Dayton, Ohio.

Lee has dedicated the majority of her life to helping others. "She has used her Community Services training to make lives better for people in the community by feeding the hungry and caring for the underprivileged. Kathryn was chosen as Woman of the Year in 1987," the program concludes.

Member Profile

Rita Lindsey Works for Cancer Patients

"When diagnosed with cancer, everyone thinks they will die. It's a foregone conclusion. But when they see others who have survived cancer, radiation or chemotherapy, their spirits immediately improve. They see people who had the disease once, even twice, but who are now productive, healthy, laughing, happy.

They only want to talk to survivors," said Rita Lindsey.

Lindsey is a Local 153 member who works as a laboratory clerk at Staten Island Medical Group (located in the Borough of Staten Island, City of New York).

She is also a two-time survivor of breast cancer.

Since her bouts with cancer, Lindsey has worked in her spare time — lunch time, after work — to develop a committee to assist cancer patients both emotionally and financially. They have written a resource book which provides invaluable information on numerous free, voluntary organizations. Just a few of these include:

- * American Cancer Society;
- * Cancer Care (support groups, teleconferences and group therapy, transportation, prostheses);
- * Sloan Kettering (post-chemotherapy support groups);
- * Share;
- * Why Me?

There is also a breast cancer support group within the medical group, founded by Susan Paramonte, RN, herself a breast cancer survivor.

"Originally I very informally tried to assist the patients. Since I work in the lab, I see their blood work and know when they have cancer. So I would talk to them and tell them about resources when I could," Lindsey said.

"But now the process is slightly more formal and the medical group is very supportive. Doctors will refer patients to us or let us know when the diagnosis is first made. That, of course, is when they are especially in need of support, need to be told — and to see — that cancer is not a death sentence," she added.

The employer is now sending the committee, called the Patient Education Subcommittee: Cancer Resource Division, chaired by Lindsey, to a class to learn how to advertize its services and how to identify patient needs.

Working together, the Staten Island Medical Group and this committee are making life better for many breast cancer patients.

Lindsey said that the efforts of the subcommittee have also resulted in the collection of substantial information on resources for other cancers and diseases. This may lead to similar subcommittees focused on different types of cancer in the future.

The Committee, besides Lindsey includes: Susan Saccone Wilson* (lab tech); Margaret Gervasi* (lab tech); Ana Malandro (special projects analyst); Carol Pusey* (medical release clerk); Celina Casciani* (medical records); Joan Burt (also a cancer survivor and chief radiologic technologist); Susan Paramonte, RN (coordinator, cancer support group); and Leslie Taub, RN (chair, Patient Education Committee).

(*Local 153 members)



IUD Elects Goodwin to Executive Board

OPEIU International President Michael Goodwin was elected to the AFL-CIO Industrial Union Department's Executive Council. Goodwin replaces recently departed President John Kelly on the Council.

IUD President Elmer Chatak, welcoming Goodwin to the Executive Council, said, "We are indeed fortunate to have on our Council a trade union leader and organizer of Michael's experience, reputation and dedication."

The Industrial Union Department facilitates coordinated bargaining by affiliated unions with common employers, develops organizing programs and campaigns, provides research and training programs on issues of common concern.

Meet Your Vice President

Region 3: Thomas Babb



Thomas Babb has been a union member working for the Tennessee Valley Authority for 23 years. The last 15 years he has been a member of OPEIU Local 119. The prior 8 years he was a member of the TVA Engineers Association.

The last two years he has served as International Vice President for Region 3, which covers Kentucky, Tennessee, Virginia, North Carolina, South Carolina, Georgia, Florida, Alabama, Mississippi and the Commonwealth of Puerto Rico.

Babb has served the local members at TVA in numerous capacities: president of Local 119 for the last 7 years, job steward for 6 years, a delegate to many committees (negotiating, competitive area, flex benefits, salary policy, among others).

He has served as delegate to numerous OPEIU conference and conventions.

Vice President Tom Babb is married to Kyna Babb.

Region 4: J.B. Moss



J.B. Moss is considered one of the strongest defenders of the rights of working men and women in both the workplace and the State House. He has been a labor leader not only in his own State of Texas, but in the Southwest region as well, fighting for legislation and contract language to benefit members and their families.

He was born June 28, 1935, in Mineral Wells, Texas. He graduated high school in Sweetwater, Texas. Afterward he attended Texas Tech University. But his college education was interrupted by Army service from 1953-1955.

Moss went to work in the aircraft industry, where he held membership in the Machinists and the Auto Workers. But in 1958 he took an office posi-

tion at General Dynamics (manufacturer of the F-16 fighter planes) and joined OPEIU Local 277. He resumed his college studies at the same time, receiving his bachelor's degree from Texas Christian University in personnel management and labor relations.

He rose rapidly through the ranks of Local 277 and was elected its president and business manager in 1960, positions he held until his retirement in 1990. He still is a major resource for OPEIU, serving as consultant to both the International Union and Local 277.

Under his leadership the local grew beyond its defense industry base to include insurance companies and other industries.

In 1976 he was elected International Vice President for Region 4 (the Southwest United States) and has served the International Union on organizing campaigns in the Southwest and Southeast, convention committees (especially the hard-working constitution and laws committee), and much more.

He has served unionists in many offices and capacities — on central labor bodies, the Texas AFL-CIO, the Democratic Party, and more.

A firm believer in education and mentoring youth, he has taught labor courses at Tarrant County Junior College and served as labor speaker to various universities in the North Texas area.

He has been married to Martha Moss for 23 years.

Region 5: Kathleen Kinnick



Kathleen Kinnick has been an activist and dynamic presence in the California labor movement for many years. She is well known as a leader on women's issues as well as labor issues in the State.

Her leadership skills and expertise are evident in three offices she has held for nearly two decades: Director of Women's Activities and Assistant to the Executive Secretary-Treasurer of the California Labor Federation (representing two million union members); OPEIU International Vice President for Region 5 (California, Colorado, Nevada, Utah, Arizona and Hawaii); and President of OPEIU Local 3 in San Francisco.

She has always been actively involved in advancing the labor movement's legislative agenda, finally becoming a lobbyist for the California Fed in 1986.

She has represented working people and their issues in many capacities over the years: member, State Advi-

sory Committee on Visual Display Terminals; member, California State Senate Task Force on Child Care; member, State Advisory Committee on Ergonomic Stress Regulations; advisory committee member, Center for Labor Research and Education, UCLA; advisory committee member, Labor Occupational Health Program, UC Berkeley; member, California Comparable Worth Task Force; member, National AFL-CIO Standing Committee on Education; State Industrial Welfare Commission Minimum Wage Board; former treasurer, Consumers Federation of California; member, Coalition of Labor Union Women; and charter member, OPEIU Local 29, Oakland.

Kinnick is married to John Kinnick, formerly a representative for OPEIU.

Region 5: Gwen Newton



Gwen Newton began her career in the labor movement in 1950 when she became an OPEIU Local 30 member in Los Angeles, California. Because of her concern for people and awareness of injustices in the workplace, she became an activist in her union, successfully serving as steward, business representative, then Business Manager and Secretary-Treasurer. She is now in her eighth term as an International Vice President for Region 5.

Newton only very recently retired from her office in Local 30, having seen that local grow from 1,400 to 5,000 members under her leadership.

Throughout her career she has been a champion of equality, a defender of civil and human rights. In fact, she is a founding member of the Los Angeles Chapter of the A. Phillip Randolph Institute, a member of the NAACP, a member of the Labor Subcommittee of the National Council of Negro Women, and a member of California Women's Activities.

For more than 27 years she served working people as Vice President of the Los Angeles County Federation of Labor, one of the largest in the AFL-CIO. She also served as vice president of the Los Angeles County AFL-CIO Committee on Political Education.

She proudly boasts of being a founding member of the Coalition of Labor Union Women, serving as National Vice President to the organization for many years.

She has received many impressive honors and commendations, including the California Women's Economic Action Committee's award for her outstanding leadership and commitment to organized labor in 1983. But she is especially proud of the commendations

from her own union, like that at the 1992 International Convention honoring her years of dedication and service.

Gwen Newton is very proud of the fact that she was appointed by former OPEIU President Howard Coughlin as a participant and lecturer at various labor education seminars throughout several African nations on behalf of the International Union.

While working full time for civil, human and labor rights, she attended San Diego State College, Los Angeles City College and UCLA.

Region 6: Gary Kirkland



Gary Kirkland serves as executive officer/secretary-treasurer of OPEIU local 11 in Portland, Oregon — a position he has held since January 1978 and to which he has been reelected every three years since.

Under his leadership the local union has grown in numbers and expanded into many additional industries. A strong believer in collective bargaining and the protection of workers from injustice, he has long sought to bring unorganized workers the benefits of union membership.

In addition to his local union responsibilities, which include negotiating and managing 106 different collective bargaining agreements, Kirkland is International Vice President for the region that covers the Northwest United States — a post he has held since 1975.

Kirkland co-chairs the Local 11 Health & Welfare Trust Fund and the 401(k) Retirement Fund, while also serving as chairman of the Western States Investment Committee and a trustee on the Northwest Natural Gas Company Pension Plan.

He is currently chairman of the Vancouver (Oregon) Labor Coalition and the Clark County Joint Labor Coalition. He's an executive board member of the Northwest Labor Council, chairman of the board of directors of the Northwest Labor Press and vice president of the Union Labor Retirement Association and the Union Retirement Association which has built and manages four retirement homes.

His vast experience in the labor relations field covers 25 years of local, national and international responsibilities. Kirkland is known among his peers as dedicated to the labor movement, a tough negotiator, a man of principal and, above all, a man of his word.

Gary Kirkland is married to Nancy, has a 26-year old son Dean, and a 20-year old daughter Brandi. He enjoys hunting, fishing and cooking when he's off duty.