

SPECIAL INSERT

WHITE COLLAR

Office and Professional Employees International Union, AFI-CIO and CIO



Roméo Corbeil 1924-1995

At the 1986 International Convention in Montreal, Roméo Corbeil, as Secretary-Treasurer, read the names of members who had died since the last Convention.

In 1998 his name will be read to delegates.

50th
ANNIVERSARY



WHITE COLLAR

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

No. 456

Issue 3, 1995



O P I E I U

20th Triennial Convention

Investing in Our Future

INSIDE

4 Convention Coverage Begins

8 Officer Elections

22 Union Launches *The Models Guild*

26 Scholarship Announcements and Winners

See Special Insert Honoring Roméo Corbeil

"Now it's time we take our places in the career/workforce."

Tara Shannon said that her primary concern was protection of minors in the industry. "It's great we have the AFL-CIO behind us," she said, "It's the Beauty and the Beast, and it's very empowering. It's very exciting to be in at the beginning."

Donna Eller noted that she had worked as a model for 10 years. For her it was a career, but one which made her sad since there was no provision for medical or life insurance, pension, safety and health protections, etc. "People think it's only a job for us for a few years, but many of us work in it for many years."

"Models are the same as other workers . . . just more attractive."

Kristen Jensen thanked Amie Bongay for "doing what we waited for someone else to do for us." She, too, was upset by the lack of benefits, counseling or training, and was happy that the time had come for a change.

Carol Alt had questions about how the organization would be run, what the structure would be, if all parts of the industry would participate (e.g., clients and agents). Her personal agent Melanie Bonvicino congratulated everyone involved, saying that such a grassroots movement has been sorely needed.

Beauty and the Beast

Director of Organization Jay Porcaro said this was the birth of an entirely new labor organization. "The models came to us at OPEIU," he said, "because we represent white collar professional expertise. But models have the same needs as any workers, any professionals. They're just more attractive."

Their photo shoots, he said, are often dangerous. Yet they have no workers compensation or safety and health protections. The union can see that they are protected, he emphasized.

Same Needs As All Workers

Amie Bongay, President of The Models Guild, said the organization was formed out of frustration and desperation. "We want the same protections and benefits that other working people receive." She then outlined the many benefits and services that The Models Guild hopes to eventually offer its members: relocation assistance; day care; counseling centers; benefits (see insert); seminars, classes and training; newsletters and resources; and much more.

For those models interested in joining or getting more information on The Models Guild, they can call (800) 346-7348.

The press conference took place at B. Smith's, a restaurant owned and operated by fashion model Barbara Smith.

Debra Phillips, Local 35, Testifies to the Benefits of Family Medical Leave



Local 35 member Debra Phillips addresses the demonstration to fight Family and Medical Leave cuts in the State of Wisconsin. In a thank-you letter to Local 35 Business Representative Judy Burnick she wrote the following:

I have the misfortune of having two totally disabled parents who regularly need my help with various health concerns. Last fall, both my parents were hospitalized. I almost lost my father to congestive heart failure and at the same time my mother was ill with a continuing health problem. They both needed my attention and care, and I needed time off to help them.

My salary isn't enough that I can afford days off without pay and so after my employer insisted I take the time off without pay or use vacation time, I discovered the Family Leave Act was a benefit that would help me out since I didn't have enough vacation time to use either. With the Family Leave Act I was able to substitute sick days for time to care for them and still not compromise my financial situation.

I was terribly distraught over the possibility of losing my father, and your assistance in dealing with an employer who cared very little about my special needs was a great relief to me. Please feel free to share my story if it helps anyone else to avoid a similar problem.

OPEIU Puts Family First; Fights to Protect FMLA in Wisconsin

OPEIU Wisconsin members have been working non-stop to save that State's Family and Medical Leave Act. They've held demonstrations, candlelight vigils, circulated petitions, lobbied, written letters to try to protect the rights of working people in Wisconsin to take paid time to be with family members in need.

Specifically, said Local 35 Business Representative Judy Burnick, the proposed legislation (AB200) would abolish the right of workers to substitute paid sick leave for unpaid leave in the event of a serious illness of a family member (spouse, child, parent). This option was the only wage protection workers had in the event of such an emergency.

Also it would raise the minimum annual hourly requirement which grants protection under the Family and Medical Leave Act from 1,000 to 1,250. This means that employees who work 20 hours or less per week would not be eligible for protection because they would not meet the minimum requirement.

"They are trying to force workers to choose between being with their families in a time of need or getting a paycheck," Burnick said, "and we won't stand by and just let that happen. OPEIU is going to fight this all the way."



OPEIU members rally against cuts in the Wisconsin Family Leave Act.

The 50th Anniversary Convention's Opening Ceremony



Susan Carey (Local 393, Flint, Michigan); International Vice President Carolyn Combs (Local 391, Chicago, Illinois); and Stephen Hancock (Local 106, Groton, Connecticut) sing national anthems of Canada and U.S. to open the convention.



The scouts presented the flags at convention opening.

Celebrating 50 Years of Solidarity



John Kelly Honored with Resolution and Scholarship

Following a heartbreaking videotape honoring the life of departed International President John Kelly, the delegates passed a resolution in his memory, which concluded:

Now, therefore, be it resolved that the officers and members of the union and the delegates gathered here at this 20th Triennial Convention express our appreciation and gratitude to him posthumously for all the contributions that he has made to this organization and to improving the quality of life of its members.

Be it further resolved that all OPEIU local unions commit themselves to carry out the legacy of John Kelly and to follow the fine example he has set for us all.

John Kelly Scholarship

President Michael Goodwin pointed out that the union and Kelly family had created the John Kelly Labor Studies Scholarship to honor Presi-

dent Kelly's life and memory. The family made the first \$8,000 contribution to that scholarship fund.

The convention then voted an internal transfer of 2 cents per capita for the Scholarship Fund. Therefore, as the union grows, so will the fund.

He then introduced Kelly's widow Louise Kelly and their daughter Julie to make the scholarship presentation.

Mrs. Kelly very movingly thanked the delegates for honoring her husband. She said that the family wanted the scholarship to help OPEIU members and for the union to reap the benefits of their education. "That's why we favored a labor studies scholarship. It was important to me because OPEIU was not just a job for John. He devoted and gave his life to the union. The union meant everything to him."

Beth Schindler, scholarship winner from Local 8 in Seattle, accepted the scholarship on behalf of the winners. She was accompanied by another winner, Bea Harrison of Local 209 in Pascagoula, Mississippi.



President Goodwin presents a resolution honoring deceased President John Kelly to his wife Louise and daughter Julie.



Beth Schindler (Local 8, Seattle) accepts one of the first John Kelly Labor Studies Scholarships on behalf of all recipients from President Michael Goodwin.



Speakers Press



Donahue Calls for Solidarity, Innovation and Diversity

AFL-CIO Secretary-Treasurer Thomas Donahue brought greetings from President Lane Kirkland and the 13 million members of the Federation. He thanked OPEIU delegates for his formal endorsement for AFL-CIO President by a convention and said this was the best opportunity to unite the labor movement — through solidarity, innovation and diversity (see box on page 32).

The impending change, he said, allows us to reassess where we are and where we are going. "We can't lose sight of our accomplishments. But we also need to do more to accelerate the pace of change . . . Ultimately what holds us together is our solidarity and strength," Donahue said.

Our challenges, he said, are, "number one, to help unorganized workers to form and join unions while representing current members, and this is no small task. Organizing is so fraught with risks and difficulties; only the bravest, angriest or most desperate are willing to organize. No institution or individual, including the AFL-CIO, is doing enough."

Donahue outlined the means of achieving more organizing successes: "We have to recruit and train a new generation of organizers." And one means, he noted, is the Organizing Institute — "one of our great success stories."

We need to create a multi-million dollar organizing trust fund, he argued. "We need to work on diversity at all levels of the labor movement, which is just one reason, he said, that Barbara Easterling from CWA is on his ticket to lead the AFL-CIO.

And, finally, we need to experiment with "less than exclusive" bargaining and recognition.

"Many employers would love nothing more than to annihilate us. A good example is striker replacements. As Charles Dickens pointed out, 'the law is an ass.' It is legal to strike, but it is also legal to replace strikers...Clinton is doing what he can . . . but it is up to us whatever the law is," he said as he urged delegates to fight legislatively

for change. He argued for political action throughout our union to combat the "Contract With America" and other attacks on working people and their unions.

"We are still the largest and strongest labor movement in the world. Still the strongest democratic force in the U.S. We face complex and challenging decisions. . . . How we make the decisions is as important as what we decide. Consensus is essential; we have to work out our differences," Donahue said.

If elected AFL-CIO President, he pledged to appoint a special committee to investigate restructuring the AFL-CIO. But, he noted, what will turn things around is the renewed dedication and energy of the men and women of the Federation. "Our opportunities are endless," he concluded.



CLC President White Urges a People Agenda

"I want to congratulate you on your 50 years of struggle and building the union and on the fact that you are now looking to the future," were the opening remarks of Bob White, President of the Canadian Labour Congress.

The labor movement in Canada is constantly under attack from big business and is facing enormous challenges, he said, in terms of legislation on unemployment insurance, social programs, health care, fair (not free) trade.

The social agenda of international competitiveness has determined that labor unions are too powerful, that we are making too much progress, White said. "They are pushing privatization and free trade and deliberately increasing unemployment to attack inflation. The conservative agenda has changed ours. Workers are made to compete with each other for jobs," he added. Striker replacement is now pushed in Canada.

White painted a grim picture when he noted that the major industrial countries have nearly 40 million unemployed, that racism, nationalism and violence are on the rise. The U.S., he said, is creating a working poor

with living standards way below those needed to sustain a family. And, although the standard of living is dropping overall, executive bonuses, salaries and profits are up.

He urged creation of a "New Deal, Just Society", a society for people, not corporations. "We have to tell Gingrich and Mulroney that they are living in the past, trying to take us back," he said. "Look at Mexico," he urged, "there's proof that the market system doesn't work."

We, White said, have to build on our progress. We have to organize. "Our agenda," he concluded, "is that people are more important than profits."



Congressman Abercrombie Brings Delegates to Their Feet

Neil Abercrombie (D-Hawaii) brought delegates to their feet repeatedly throughout his spirited call to action.

"You see before you a politician grateful to working men and women of the U.S. and Canada for electing him. We politicians owe everything to the people. Without the people, we're nothing, and you represent the people," he began.

"Heroes," he said, "are the people who are organizing the workers in Florida, Alabama and Arkansas (citing OPEIU recent successes). These are the real heroes. People would tell you that you can't organize in the South, but the working people everywhere are realizing what's happening to them; they're feeling the effects."

He told the delegates that they had to back up the union's political action committees. "It takes money to fight the wealthy, to get on TV, to win campaigns. It takes one-on-one organizing," he said.

We have problems in the U.S., he continued, because there were union members who voted Republican. "People think that health care benefits have always come with the job. They don't realize that the union won this and more through long struggles," he said.

"The objective of the "Contract On America" is the repeal of 75 years of legislation won by the labor move-

ment. Dick Arney from Texas plans to repeal minimum wage legislation, for example. He says he hates it with every fiber of his being; that's commitment. We have to have just as much commitment, he told the delegates.

"Defending the rights of working people for you and me is what it is all about. We don't expect gratitude."

"Just remember that it only took 38,000 votes to get a Republican majority into the U.S. House of Representatives. If just 19,500 had voted the other way, we would have won. So, don't let anyone tell you their vote doesn't count," he said.

"The election in 1996 will be won now. We have to organize through the ROCs," he said, referring to OPEIU's proposed regional organizing cooperatives. "We have to register people to vote and get them out to vote. Identification of voters — members and their families — is the key to victory," he stressed.

He finished with: "We need you. We have to have you. We cannot make progress without the votes. Long live OPEIU. Long live the labor movement and working people."



CLUW President Johnson Commends OPEIU's Organizing Agenda

Gloria Johnson, President of the Coalition of Labor Union Women (CLUW) applauded OPEIU's successes and wisdom in making organizing the union's number one priority. She wholeheartedly supported the union's program for using volunteer organizers: "Imagine what we could accomplish if the trade union movement were to come together to use the force and talents of all the members we represent to organize."

"If ever that unity were needed it is today. Too much is at stake," she said, referring to the mean-spirited U.S. Congress that "continues to eliminate programs for children and their families and that wants to scrap affirmative action." She pointed backward to NAFTA and forward to the "Contract

Organizing Theme

With America" to make her point about the dangers we face.

"If these politicians have their way, we can say goodbye to our hard won right to organize...I see two paths. One leading to a dismal future, if we sit back and do nothing. The other -rocky and rugged — but leading to a bright future. We have a responsibility to working people. We can work toward it through organizing," she said.

"Although trade union women earn 35% more than unorganized women, the vast majority are not in unions. Why?" Johnson asked. "We have a challenge and work to do." She told delegates that we have to become involved in labor unions and politics.

"We can't afford the luxury of saying it's their fault. We're the organizers. We have to explain on a one-to-one basis why the labor movement is important. We can't rely on the paid organizers to do it for us. It is us."

"As women, we've fought to keep families together. It's second nature to us to extend our family spirit to our coworkers. Bring them into the labor union family," she urged.

Resolution to Support CLUW

Following Gloria Johnson's address, delegates unanimously passed resolution recommitting the union to work with and support the Coalition of Labor Union Women. The "resolved" of that resolution specifically read:

NOW, THEREFORE, BE IT RESOLVED, that the 20th Convention of the OPEIU reaffirm its support for the Coalition of Labor Union Women.



UFW's Rodriguez Reaffirms Close Ties Between Two Unions

"Together the United Farm Workers and OPEIU have accomplished much over the years," Arturo Rodriguez began. "We're very similar, too, in that we also just held our first convention since President Chavez's death." Ro-

driquez is the President of the United Farm Workers of America.

"We recognize Cesar's legacy. Like John Kelly, he gave us the philosophy and principles we have today. We, like you, are experiencing a sense of rebirth, a recommitment to our movement and to progress," he said.

"The spirits of Cesar Chavez and John Kelly are here with us now, providing inspiration," he added.

He reported that since Cesar's death, the UFW had held 11 organizing elections and won all of them, bringing 4,000 new members into the union. More important, he said, they have settled two agreements: one for 300 wine grape workers and another for Bear Creek Productions' 1,400 rose growers.

Additionally an independent group affiliated with UFW. Following a wine boycott, the company agreed to neutrality and the union ultimately won the election. Now, because of the union's victory and pressure, that same company has agreed to arbitration should the two parties not be able to agree on a contract settlement.

In terms of pesticides, he reported that the union had been able to see that four of the five pesticides Cesar Chavez fought against are either being phased out or are already banned.

"The grape boycott is working," Rodriguez said. Consumption of other fruits and vegetables is up but grapes is down more than 12 percent.

"This is all happening because millions of Americans and Canadians have worked to bring about this change. I want to thank you for your solidarity. It's paying off," he said.



BC Pres Georgetti Welcomes Delegates

Ken Georgetti, President of the British Federation of Labor and a good friend of OPEIU, welcomed delegates to the province. He pointed out that 41% of the workforce in BC is organized and that because of BC's beauty and liveability 90,000 people move to the province each year.

"The working people of British Columbia have a long history of struggle

and militancy," Georgetti said. "And, the workers use their brains, not their brawn, against the bosses. We're learning to create, as well as protect, our jobs."

"I admire the work you've done," he said, "in this province. Both OTEU locals play an exciting role in our Federation."

"I wish you solidarity and good luck."



Thombani Calls for a United Union and Women's Movement

Sunera Thombani, President of the National Action Committee on the Status of Women, reported that in Canada young women, between 15 and 24, have the hardest time finding full-time employment. So the OPEIU Convention — *Investing in Our Future* — is a timely one. We are talking about it in very real terms, she said.

She put these questions to the delegates: "What kind of society are we? What are our values? What kinds of programs and entitlements will we fight for? What kind of future are we building for our daughters and sons?"

Corporations are holding our governments hostage. The rights of women and racial minorities are being trampled and destroyed, she told them. We have to develop a strong coalition to protect our rights — the rights of women, minorities, immigrants.

The only force that can create an equal society, she pointed out, is the women's movement. But the women's movement is under serious attack.

The women's movement and the labor movement have much in common. We both understand the threats of unemployment, she said. Neither of us is ready to sit back and let racism and sexism flourish.

"None of us can afford to sit back. Every loss to the labor movement is a loss for the women's movement. Every loss for the women's movement is a loss for everyone fighting for equality. We must stand together for our common goals," she urged.



Minister Miller Extends Hand of Partnership to Unions

Dan Miller, Minister of Skill, Training and Labour for British Columbia, said that he takes politics very seriously and "my experience with politics comes out of the labor movement."

Here in British Columbia, he said, we are facing the same issues as you are in other provinces and states. "People on the shop floor need to understand the urgency of these issues."

We have to get our fiscal house in order. But there's a difference between us and the conservatives, he said. We want to control the rate of growth and spending, but we also want to increase taxes — for those who can most afford to pay. And we want to eliminate medicare premiums for those on fixed incomes.

He said that the BC government believes in partnerships — business, government, labor, and environmentalists — working together on developing strategies in the forest industry, for example.

"We in BC, too, have to invest in our future," he said, alluding to the OPEIU convention theme. We must develop an infrastructure and make BC a desirable place to live.

Miller noted that the BC government believes strongly in a fair wage for a fair day's work — unlike many conservatives. And the government believes in job training, working with the business community to create jobs, providing medicare to everyone regardless of means, providing minimum employment standards to protect the unorganized workers and family leave to care for sick children or parents.

"We reach out to the labor movement. We recognize the role of labour and bring it in to be a partner. The labor movement should be playing a key role in shaping our economy," he said. "We share many of the same issues."

Celebrating Voice of the Electorate

Voice of the Electorate, or VOTE, is the union's political action fund. Members contribute voluntarily, providing funds for the union's legislative and political activities. With this money the union is able to fight for or against legislation that affects our members and to support candidates who will assist our members and their families.

J.B. Moss

Certain OPEIU members and locals are particularly committed to political action and have very successfully raised funds in that cause. The most notable is International Vice President J.B. Moss and his Local 277 in Fort Worth, Texas. They have raised more than \$1 million in support of political candidates who share the same goals and aspirations as the members of OPEIU.

For that reason the delegates honored Moss and his local with a special resolution, which concluded: "Now, therefore, be it resolved that it is the will of this convention to express to J.B. Moss our heartfelt gratitude and appreciation for all that he has done to further and promote the Voice of the Electorate program."

In addition, he was presented a beautifully carved statue of an eagle in flight.

Locals Honored

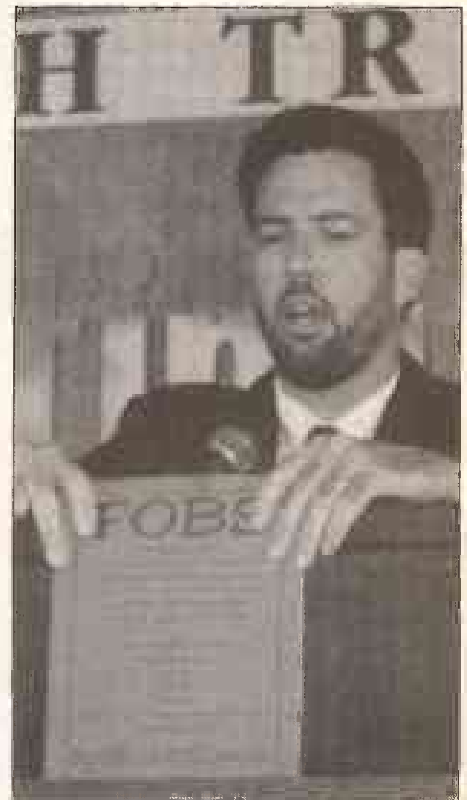
In addition, a number of OPEIU locals have consistently raised funds for VOTE — either from their members' contributions or through fundraising events. Convention delegates celebrated those locals with certificate presentations and a standing ovation. Below a representative from each of the locals accepted on behalf of the local union members of Locals 2 (Washington, DC); 6 (Boston, MA); 8 (Seattle, WA); 11 (Portland, OR); 29 (Oakland, CA); 35 (Milwaukee, WI); 106 (Groton, CT); 153 (New York, NY); 277 (Fort Worth, TX); 453 (Boston, MA); and 494 (Detroit, MI).

The FOBS Are Coming

This was the rallying cry for a newly launched VOTE fundraising campaign, devised by the VOTE Committee of the union. The chairman Walter Allen (Local 6, Boston) explained that FOBS stood for "For Our Brothers and Sisters." Actually FOBS look much like the very popular POGS that are collected by children nationwide. They can be bought to complete a collection, used for raffles and drawings, etc. Many locals unions bought them by the armfuls to take back for FOBS campaigns in their hometowns. As Allen said, it is just one of many fun, effective ways to raise funds for Voice of the Electorate — a exceptionally worthy cause.



International Vice President J.B. Moss (center) receives an eagle statue and framed resolution honoring his work on behalf of Voice of the Electorate from International Secretary-Treasurer Gilles Beaugard and President Michael Goodwin.



International Vice President Walter Allen, as chair of the OPEIU VOTE Committee, explains the new FOBS program for raising additional VOTE funds.



Local union representatives accept certificates honoring their local union's efforts on behalf of VOTE.

Hard-Working Convention Committees

OPEIU Convention Committees make it all happen. Delegates on the various committees meet regularly throughout the convention, sifting through resolutions, policy statements, rules and reports. They recommend policies to the convention delegates for debate and vote. They edit and merge resolutions. They amend and delete. In short, they work long hours to see that discussions and debates go smoothly and that the delegates' wishes become the official union policy. We officially thank them here and congratulate each and every one of them for a job well done.



Publicity

Committee Chair Carolyn Combs and Co-chair Michael Walker



Organization

Committee Chair Ron Tuckwood and Co-chair L.J. Sheridan



Committee Chair Pam George

Officers Report



Committee Chair Kathleen Kinnick and Co-chair Janice Best



Legislation

The following committees did not have their photos available but these are their chairmen:



Chairman Patrick Tully and Co-chair James Mahoney: Official Publications



Chairman J.B. Moss and Co-chair Richard Lanigan: Constitution and Laws



Thomas Babb: Rules



Committee Chair Gary Kirkland and Co-chair Dave Miller



Resolutions

U.S. Delegates Confer on Labor Law

THE U.S. delegates met in conference Sunday afternoon, June 18, 1995, to discuss labor law from two perspectives: the need for legislation to amend the law and protect workers' rights to organize and bargaining collectively without fear of reprisal, and the developments in the law legislatively and within the courts over that past three years, i.e., since the last convention.

They were first greeted by International President Michael Goodwin and then International Research & Education Director Gwen Wells, who introduced the speakers.

Legislative Agenda

OPEIU's new lobbyist Robert McGlotten, partner in the firm McGlotten and Jarvis and former AFL-CIO Legislative Director, brought the delegates up-to-date on OPEIU's legislative agenda.

He outlined the Republican Congress' "Contract With America" — what it is and what has passed, as well as how the budget cuts proposed by the House and Senate will affect the members.

He reviewed the various proposed changes in wage, health and safety laws in the Congress:

1. Minimum Wage
2. The Service Contract Act
3. The Davis-Bacon Act
4. the 40-hour workweek
5. the Occupational Safety and Health Act (OSHA)

He also detailed the attack on the National Labor Relations Act (NLRA), specifically addressing the TEAM Act, which proposes establishing company unions, and the Clinton executive order prohibiting the hiring of striker replacements by any employer receiving federal funding. And he summarized the health and Medicare proposals of the Congress.

McGlotten also discussed with delegates a plan of action, i.e., what we can do to fight back. "We each have the responsibility to be involved in the union's VOTE program — an obligation to ourselves, our union, the future of the country. We complain about the politicians or the legislation, yet too often we refuse to vote, contribute even a small amount, pick up a phone or a pen. We must be involved in the union's legislative and political action program," McGlotten said.

He concluded by encouraging locals to conduct voter registration drives and using retirees for mailings, phone banks, etc.

VOTE Contribution

Following his presentation, Norma Kelsey, President of Local 8 in Seattle, Washington, made a contribution of \$2,000 on behalf of the local to the VOTE (Voice of the Electorate) program. With her were Local 8 Business Manager Maureen Bo and Member Marie Cook.

Heart-to-Head Organizing

Attorney Lucinda Finley and OPEIU General Counsel Melvin Schwarzwald brought delegates up-to-date on developments in the courts over the last three years, especially in the area of organizing.

Lucinda Finley pointed out what others did throughout the week: in spite of the legal barriers, we can succeed in organizing with a person-to-person grassroots approach and by using workers as organizers.

Election success rates are higher in clerical units, she said, because these are primarily women. The more women in a unit, the more likely the win. Women organizers, she also said, use different organizing tech-

niques. "It may take women longer to become committed, but once committed they take more risks," she said research had shown.

"This taps us into what the labor movement was all about in the first place," Finley said. "We focus more on workers themselves than on the employer."

"The more empowered people feel in their work lives and more involved they are in their unions," she said, "the more involved politically they become. They feel they can make a difference. The respect and dignity issue motivates people more than economic issues."

It may take longer, but time is not a factor in clerical campaigns, she said. More important is this person-to-person connection and education, which generates greater commitment — a heart-to-head approach.



Robert McGlotten updates U.S. delegates on OPEIU legislative agendas.



Attorneys Lucinda Finley and Mel Schwarzwald describe recent developments in the law on organizing, as well as successful organizing techniques.

Local 8 (Seattle) contributes \$2,000 to Voice of the Electorate — the unions political action fund. Left-to-right are Local 8 Business Manager Maureen Bo, OPEIU lobbyist Robert McGlotten, President Michael Goodwin, Local 8 President Norma Kelsey and Member Marie Cook.





President Goodwin introduces the International representatives and organizers to the convention.

Notable Convention Scenes



International Vice President Ron Tuckwood (Local 378) welcomes delegates from across the United States and Canada to Vancouver. Tuckwood opens the convention, turning the gavel over to President Goodwin.



International Secretary-Treasurer Gilles Beauregard reads the names of OPEIU members who have died since the last convention, including the late International President John Kelly, to a hushed convention delegation. The candlelight ceremony ended with a moment of silence and prayer for the departed brothers and sisters.



On behalf of all 130,000 OPEIU members President Goodwin (right) accepts a poster of the late United Farm Workers President Cesar Chavez from the current UFW President Arturo Rodriguez.



The Canadian delegation met in special session to discuss the upcoming convention. The meeting was chaired by Canadian Director Michel Lajeunesse (seated), assisted by Canadian Counsel Pierre Gingras (at the podium).

Workshops Slated for Convention Afternoons

Organizing, Women and AIDS, Labor Law are just a few of the topics which were addressed in depth at convention workshops. The convention business ended each day in the early afternoon to allow delegates the opportunity to interact with each other on these issues of vital concern and to obtain vital information from experts in the field.

Most topics addressed organizing in one form or another, since that was our convention theme and our number one priority as a labor organization. Better representation of members for achieving organization, new and improved organizing structures, effective organizing techniques, how to use labor law for successful organizing results — these were just a few of the subjects delegates heard addressed.

Specifically the schedule for workshops and speakers were:

Monday, June 19

U.S. Regional Organizing Cooperative Program

Jay Porcaro, Director of Organization

OPEIU Lawyers Conference

Mel Schwarzwald, General Counsel

Pierre Gingras, Legal Counsel, Canada

Joseph Finley, General Counsel Emeritus

Tuesday, June 20

Local Union Secretary-Treasurers and Trustees Reports

Peter Novak, CPA, Thomas Havey & Co., LLP

Women and AIDS

William Roberts, OPEIU Local 30

Public Sector Organizing

Jay Porcaro, Director of Organization

Donald Slesnick, Esq., Slesnick & Casey

Health Industry Meeting

Patricia Priloh, International Representative

Wednesday, June 21

Organizing Techniques

Mark Splain, Deputy Director, AFL-CIO Organizing Institute

Susan Sachse, West Coast Director, AFL-CIO Organizing Institute



Delegates roll play in organizing workshops.



Lawyers Conference: Pierre Gingras (Local 57, Montreal, Quebec).



Director of Organization Jay Porcaro at the Regional Organizing Cooperatives Meeting.



Secretary-Treasurers Workshop: OPEIU International Secretary-Treasurer Gilles Beauregard.

Women and AIDS Workshop: Bill Roberts (Local 30, Los Angeles, California).



Lawyers Conference: Lucinda Finley, Joseph Finley and Mel Schwarzwald.



New Delegate Orientation



Left are the delegates who attended the new delegate orientation at the 20th triennial convention. They had just come from hearing an outline of the union's history by International Vice President Kathleen Kinnick, a convention overview from Canadian Director Michel Lajeunesse, and a description of Robert's Rules of Order from International Vice President Richard Lanigan.



At new member orientation, International Vice President Kathleen Kinnick gave a brief history of the union.

First-time delegate JoAnn Nelson from Local 12 in Minneapolis-St. Paul spoke the sentiments of many when she said, "I came to this orientation and to the convention to learn as much as I can. I want to see where our new leadership is going and especially what our organizing plans are."



Industry Meetings Precede Convention on Saturday

Kaiser

OPEIU currently is allied with several other international unions that represent employees at Kaiser in a nationwide coalition. Kaiser has health maintenance organizations throughout a number of states. OPEIU is additionally conducting organizing drives at several of these.

That was the focus of this industry meeting, led by Director of Organization Jay Porcaro and Local 30 (Los Angeles) Business Manager Joe Beaver.

Currently the following local unions hold contracts with Kaiser covering nearly 6,500 members: 2 (Washington, DC), 17 (Cleveland, OH); 29 (Oakland, CA); 30 (Los Angeles); and 153 (New York). Representatives from these locals attended the meeting, as well as delegates from locals hoping to organize additional Kaiser members.

This is the first time a Kaiser meeting has been held. We look forward to hosting many more in the future.

Insurance

For many years the union has held insurance industry meetings — originally as Blue Cross/Blue Shield meetings, but later expanded to include the many insurance members (health, life, etc.) OPEIU represents: Northwest Mutual Life, Union Labor Life, Saskatchewan Government Insurance, American Income Life, CUNA Mutual, CUMIS Life, Insurance Corp. of British Columbia, Group Health Association, and many more.

Delegates from Canada and U.S. met to discuss issues of mutual concern and to share experiences and ideas for solving common problems. They were led in the deliberations by



Health care industry: International Representative Patricia Priloh and Joe Marutiak (Local 459, Lansing, Michigan).

International Vice Presidents Michael Walker and Patrick Tully.

Later during the convention industry meetings were also held for local

unions with public sector and health care units, or who are engaged in organizing campaigns in these industries.

Celebrating a life:



At the 1980 Convention in New York: President Howard Coughlin, Roméo, Fred Trotter and Marc Boulard. Below, at that same convention, Roméo tries on one of "his many hats" presented to him from the Canadian members.



Roméo signs a new agreement on behalf of members at Quebec National Gaz in 1967.



Roméo Corbeil, Secretary-Treasurer Emeritus of the Office and Professional Employees International Union, has died. He leaves behind 130,000 grief-stricken members of OPEIU throughout Canada and the United States.

His long-time co-worker, friend, and President John Kelly called him a visionary and dedicated trade unionist. We salute him here. The tributes of coworkers and friends in this special insert tell of a remarkable life that touched so many.

Before retiring on May 1st, 1986, at age 62, Roméo Corbeil had been with the Office and Professional Employees International Union for more than 30 years, from January 1956 to May 1986.

In May 1940, Roméo signed his first union card with the Painters Association where he was a junior apprentice. It was in

February 1943 at Dominion Glass in Montreal that he participated in what he said was his first experience of trade union organization with the Glass Bottle Blowers Association, AFL. "It cost me my job the day before my wedding February 18, 1943," Corbeil said.

After receiving his army discharge in 1946, he worked at Sherwin Williams in Montreal. "It was then," he said, "that I became an active member in my local of the International Chemical Workers' Union. I acted as auditor, department representative, shop committee chairman, negotiating committee member and

subsequently as a union representative in 1952."

From May 1952 to January 1956 he worked as an organizer for the International Chemical Workers Union.

From 1956 to 1969, he became an OPEIU organizer as well as a union representative. In 1969, he was appointed General Director for the Atlantic region. In 1971 he was elected Canadian Vice President, and in 1974 he was elected Canadian Director. In 1983 he became International Secretary-Treasurer.

"Around 1965, with the setting-up of the Eastern Canada Council, our union had developed interchangeability of our representatives within the OPEIU. The

Letters to the Editor



Again, we reprint letters from our members on various issues. We invite our readers to continue to share their opinions with us, whether in support of or in opposition to our own. Debate is healthy and welcome in this union. Letters are edited for length only, not content. Remember: anonymous letters will not be printed.

Union worker and Organizer, to the fullest. Those 1,500 members that were in #10 weren't obtained by having [no] one come knocking at the office door. She was out there FIGHTING, even to a point of laying herself in the street, so no "Scabs" could get in. Wouldn't you consider that DEDICATION?

I've gone over the paper, three times, even with a magnifying glass, thinking that I had missed it. Nope, there is no mention of Local 10. There is a saying "Gone but not forgotten". OPEIU's saying I believe is "Gone and Forgotten -Who Cares"...

Hoping that this letter will be printed so that Local 10 (who has merged with 42), seasoned members will know that we all still care.

**Dolores G. Jablonski
Livonia, MI**

Point well taken. Thelma O'Dell was one of the first and most active women trade unionists. She contributed not only in Detroit but to the union at the International level as well. We unfortunately do not have the space or staff to cover all of the many wonderful activists/pioneers

I was appalled and I'm sure that there are many others, who, while reading the history of the union and this goes a long way back again, there is no mention of Thelma O'Dell's contribution to Local 10. No mention of Local 10 whatsoever. She was a hard

that have made this great union what it is today. But not to have mentioned Thelma O'Dell, indeed, was a crime. We apologize to Local 10 and to all other local unions

whose many officers, staff and rank-and-file activists we cannot honor individually. Again, happy anniversary to all of you.

—White Collar Editor

Convention newsletter scores a hit



This delegate displays the union's daily convention newsletter, written and designed by Education & Research Director Gwen Wells; typesetter and computer specialist Juliette Fisher; proofreaders Lana Sullivan and Theresa Porcaro; with much assistance from Paul Kelly of Kelly Press.



OPEIU Wins Awards as Best Newspaper in Canada

Our Canadian national paper, OPEIU White Collar-Canada, won an award from the Canadian Association of Labour Media (CALM) for the best newspaper by a national union. In addition, OPEIU Local 378's newspaper, OTEU News, also won two CALM awards this year. Both publications are produced by Local 378 Communications Director Paula Stromberg in British Columbia.

The Local 378 newspaper, distributed to 9,000 union members in B.C., won a CLAM award for Excellence in Layout and Design, as well as the Mor-

den Lazarus Prize for the Best Opinion Piece.

The latter is given for the best editorial, column or opinion piece that thoughtfully argues labor's position on an issue. OTEU's editorial was titled, "Corporate abuse means condoning destructive behaviour in the workplace."

OPEIU's Best Overall Award for a national union newspaper is particularly noteworthy since OPEIU competed against publications of far larger unions like the Teamsters, Canadian Auto Workers, and Canadian Union of Public Employees.



Local 378 Communications Director Paula Stromberg appears here with media awards from the Canadian Association of Labour Media for OPEIU White Collar-Canada and OTEU News.

WHITE COLLAR
Official Organ of
OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION
affiliated with the AFL-CIO, CLC

MICHAEL GOODWIN
President

GILLES BEAUREGARD
Secretary-Treasurer

GWEN WELLS
Managing Editor

CALM
ACPS

PRINTED IN U.S.A.

WHITE COLLAR (ISSN 0043-4776) is published quarterly by Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20006. Second class postage paid at Washington, D.C. POSTMASTER: Send address changes to Office of Professional Employees, International Union, 815 16th Street, N.W., Washington, D.C.

Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

Delegates "Invest in the Future" by Voting Organizing Support

(Continued on page 4)

Other changes were strictly to bring the union into legal compliance, correct grammar or make language clearer.

Strike Benefits Increased

Moss noted that the Strike and Defense Fund is exceptionally healthy. So with no need for additional increases in contributions, delegates voted to raise strike benefits from \$170 to \$200 weekly, over the next three years.

All of the above constitutional changes were recommended by the International Union's Executive Board.

Delegates Reject Two Amendments

Delegates rejected two constitutional change proposals submitted by local unions. Since the International Executive Board votes on policies affecting all the members, delegates voted against regional election of vice presidents.

They also voted down a resolution calling for strict geographic integrity of local unions. Numerous delegates made the case that they have industry-wide or nationwide agreements that make that concept unworkable. Or, small unions without the resources couldn't properly represent some larger units wanting to organize.

Delegates voted instead to leave jurisdictional issues to the International Union, that has expertise in this area, to decide jurisdictional questions on a case-by-case basis.

Two Locals Receive OPEIU Charters

International President Michael Goodwin presented two new OPEIU charters to two local unions:

- Local 40, composed of nurses at Mount Clemens Hospital in Michigan, who are currently working with volunteer organizer Robert Garvin to organize additional health care workers; and

- Local 2001, Arkansas Self-Help Local, which under the direction of Peter Gregan and Ricky Williams plans to organize public sector workers throughout Arkansas.



Nurses at Mount Clemens Hospital receive their charter as Local 40.



Delegates rise to applaud a speaker at the podium.



Policies Set for Union's Future

(Continued on page 5)

gates voted to prevent passage of this misguided approach to fiscal management. OPEIU and its local unions, therefore, pledge to begin a campaign to educate our members on the fallacy of this approach, to have them call their senators and representatives and tell them to oppose any resolutions calling for a balanced budget.

Fair Pay Act

To fight to insure that the Fair Pay Act is enacted by waging a petition drive among our members at meetings, conferences and conventions; by lobbying the Congress and the President; and by educating and motivating our members to contact their legislators as well.

OPEIU and its local unions have virtually eliminated any wage discrimination in contracts bargained for OPEIU members. We will continue the fight at the bargaining table to prevent or eliminate wage discrimination of any description.

Notify this office at (212) 675-3210 if your local union would like copies of the petition to circulate.

Social Security & Medicare

To oppose reducing benefits or extending the retirement age — steps that would harm all but the richest families. Further, we oppose any attempts to privatize the system or to means-test benefits. Such measures would violate the social insurance principles that are the foundation of the system and would likely result in its unraveling.

We believe the American people, given the facts about the strengths and advantages of Social Security, would strongly support the system and join in defending it from those who would weaken or dismantle it...

We pledge to continue defending Social Security's critical role in providing economic security to working American families.

Resolutions

Resolutions, recommended by the executive board, were passed to honor deceased OPEIU President John Kelly, deceased Farm Worker President Cesar Chavez, Vice President J.B. Moss for political action, Vice Presidents Gwen Newton, James



Mahoney, and L.J. Sheridan on their retirement, and to honor South Africa and Nelson Mandela.

A small sampling of resolutions, submitted by locals, that passed include:

- A commitment to organize various groups (e.g., hynotherapists, health care workers, law enforcement);
- Opposition to Quality Management Programs;
- Regional Organizing Cooperative Programs;
- Shorter Work Week and Benefits;
- Gender Equity;
- Oklahoma Bombing Tragedy; and
- Health and Safety in the Workplace.

Revised Policy Statements

Delegates also voted to revise several policy statements, primarily to bring them up to date in terms of statistics, but sometimes to expand and clarify them. Just a few of those include:

- U.S. Health Care Reform.
- Minimum Wage in the United States
- Electronic Monitoring
- Needs of Working Families
- Anti-Scab Legislation
- Globalization, Free Trade & Union Solidarity
- Political Action & Voice of the Electorate
- Organizing



Union Becomes High Fashion; OPEIU Finds The Models Guild

At a press conference in New York, August 18, The Models Guild President Amie Bongay and OPEIU International President Michael Goodwin announced The Guild's formation and the national organizing drive to bring benefits, protection against discrimination, training and dignity to fashion models

across the country. The Models Guild will become OPEIU Local 51.

Models Beverly Johnson, Tara Shannon, Kristen Jensen, Donna Eller and Carol Alt were present to promote the organization, share their experiences in the industry and to question how the organization would work.

Dignity and Benefits Are Back In Style

"Models should be treated with respect and dignity," said Amie Bongay, President of The Models Guild. "By joining together for mutual protection and setting standards, we can insure we receive just that. Establishing benefits additionally will give our members security and peace of mind."

Members of The Models Guild will have access immediately to the same privileges and benefits available to all OPEIU members:

- **MasterCard:** no fee, low-interest;
- **Mortgage and Real Estate:** competitive rates, down payments as low as 5%, financial assistance, first-time buyers program, and more;
- **Legal Services:** free and discounted legal advice;
- **Prescription Drugs:** discount, mail-service pharmacy program offering considerable savings;
- **Loan Program:** lower rates with longer terms; and
- **Shoppers:** discounts for many products and services.

Plus, The Models Guild is working to establish special medical insurance and pension plans immediately, as well as a credit union.

Developing Standards

The Guild will work with an ad hoc steering committee comprised of models, agencies and clients to develop a working contract. That contract will set industry standards to assure the safety and general working conditions of working models.

The steering committee will structure agencies' participation in The Guild, similar to SAG. It is important to note that agency and clients will be directly involved in drafting the standards.



OPEIU International President Michael Goodwin presents the OPEIU Local Union charter to The Models Guild. Appearing with him and the charter are models Beverly Johnson and Tara Shannon.

Johnson said, "I came in from Los Angeles early this morning specifically for this meeting. It is a lifelong dream of mine. Years ago in Rosie Vela's living room we all sat around. Lauren Hutton dropped in. We were 17 and wanted to start a labor union, but we were dissuaded by the agencies. I want to commend and congratulate those who have now stepped in to form a union that will be run by models, for models."

Johnson went on to say that racial discrimination occurs regularly in the fashion industry, even today, and that a union can provide models protection. "Today," she said, "we are at the beginning of a major historical event."

Johnson had earlier appeared on

"Today we are at the beginning of a major historical event."

Oprah Winfrey and noted there that the "profession is far from glamorous. In fact, it's one step above prostitution," she said. At the press conference she said the statement had generated a lot of discussion about how models are exploited and in need of mutual protection. "As models we've never been taken seriously," she said,



President Michael Goodwin introduces models (left-to-right) Kristen Jensen, Donna Eller, Beverly Johnson and Tara Shannon.



Amie Bongay, President of The Models Guild, fields questions from the press. Listening behind her are OPEIU Director of Organization Jay Porcaro and International President Michael Goodwin.

"Now it's time we take our places in the career/workforce."

Tara Shannon said that her primary concern was protection of minors in the industry. "It's great we have the AFL-CIO behind us," she said, "It's the Beauty and the Beast, and it's very empowering. It's very exciting to be in at the beginning."

Donna Eller noted that she had worked as a model for 10 years. For her it was a career, but one which made her sad since there was no provision for medical or life insurance, pension, safety and health protections, etc. "People think it's only a job for us for a few years, but many of us work in it for many years."

"Models are the same as other workers . . . just more attractive."

Kristen Jensen thanked Amie Bongay for "doing what we waited for someone else to do for us." She, too, was upset by the lack of benefits, counseling or training, and was happy that the time had come for a change.

Carol Alt had questions about how the organization would be run, what the structure would be, if all parts of the industry would participate (e.g., clients and agents). Her personal agent Melanie Bonvicino congratulated everyone involved, saying that such a grassroots movement has been sorely needed.

Beauty and the Beast

Director of Organization Jay Porcaro said this was the birth of an entirely new labor organization. "The models came to us at OPEIU," he said, "because we represent white collar professional expertise. But models have the same needs as any workers, any professionals. They're just more attractive."

Their photo shoots, he said, are often dangerous. Yet they have no workers compensation or safety and health protections. The union can see that they are protected, he emphasized.

Same Needs As All Workers

Amie Bongay, President of The Models Guild, said the organization was formed out of frustration and desperation. "We want the same protections and benefits that other working people receive." She then outlined the many benefits and services that The Models Guild hopes to eventually offer its members: relocation assistance; day care; counseling centers; benefits (see insert.); seminars, classes and training; newsletters and resources; and much more.

For those models interested in joining or getting more information on The Models Guild, they can call (800) 346-7348.

The press conference took place at B. Smith's, a restaurant owned and operated by fashion model Barbara Smith.

Debra Phillips, Local 35, Testifies to the Benefits of Family Medical Leave



Local 35 member Debra Phillips addresses the demonstration to fight Family and Medical Leave cuts in the State of Wisconsin. In a thank-you letter to Local 35 Business Representative Judy Burnick she wrote the following:

I have the misfortune of having two totally disabled parents who regularly need my help with various health concerns. Last fall, both my parents were hospitalized. I almost lost my father to congestive heart failure and at the same time my mother was ill with a continuing health problem. They both needed my attention and care, and I needed time off to help them.

My salary isn't enough that I can afford days off without pay and so after my employer insisted I take the time off without pay or use vacation time, I discovered the Family Leave Act was a benefit that would help me out since I didn't have enough vacation time to use either. With the Family Leave Act I was able to substitute sick days for time to care for them and still not compromise my financial situation.

I was terribly distraught over the possibility of losing my father, and your assistance in dealing with an employer who cared very little about my special needs was a great relief to me. Please feel free to share my story if it helps anyone else to avoid a similar problem.

OPEIU Puts Family First; Fights to Protect FMLA in Wisconsin

OPEIU Wisconsin members have been working non-stop to save that State's Family and Medical Leave Act. They've held demonstrations, candlelight vigils, circulated petitions, lobbied, written letters to try to protect the rights of working people in Wisconsin to take paid time to be with family members in need.

Specifically, said Local 35 Business Representative Judy Burnick, the proposed legislation (AB200) would abolish the right of workers to substitute paid sick leave for unpaid leave in the event of a serious illness of a family member (spouse, child, parent). This option was the only wage protection workers had in the event of such an emergency.

Also it would raise the minimum annual hourly requirement which grants protection under the Family and Medical Leave Act from 1,000 to 1,250. This means that employees who work 20 hours or less per week would not be eligible for protection because they would not meet the minimum requirement.

"They are trying to force workers to choose between being with their families in a time of need or getting a paycheck," Burnick said, "and we won't stand by and just let that happen. OPEIU is going to fight this all the way."



OPEIU members rally against cuts in the Wisconsin Family Leave Act.

Ellis Island Medal Awarded to Goodwin



Michael Goodwin, International President of the Office and Professional Employees International Union, was among the recipients of the prestigious 1995 Ellis Island Medals of Honor announced by William Denis Fugazy, Chairman of the National Ethnic Coalition of Organizations (NECO).

The award was presented to Goodwin and other outstanding Americans during a gala ceremony and reception in the Great Hall on Ellis Island in New York Harbor on Sunday, May 21.

The Ellis Island Medals of Honor are given out annually to ethnic Americans from all backgrounds to recognize outstanding professional and patriotic contributions. Goodwin is a recognized leader in the U.S. labor movement. In 1994 he was elected International President of the 130,000 clerical and professional members of OPEIU, after many years leading its largest local union headquartered in New York City.

He is Vice President of the New York AFL-CIO, the AFL-CIO's In-

dustrial Union Department and the New York Hotel and Motel Trades Council, as well as on the New York City Central Labor Council.

Other honorees include TV talk show hosts Kathie Lee Gifford and Sally Jessy Raphael, White House Chief of Staff Leon Panetta, Los Angeles Dodgers manager Tommy Lasorda, broadcasters Diane Sawyer and Carol Iovanna, actors Eli Wallach and Anne Jackson, and New York City Comptroller Alan Hevesi.

The United States Congress sanctions the medals, and the Congressional Record lists its recipients. Previous honorees have included Presidents Ronald Reagan, George Bush, Jimmy Carter, Gerald Ford and Richard Nixon; Governor Mario Cuomo, Arthur Ashe, Walter Cronkite, General Alexander Haig, Lee Iacocca, Coretta Scott King, Rosa Parks, Eric Sevareid, General Norman Schwarzkopf, Frank Sinatra, Barbara Walters, Elie Wiesel, Supreme Court Justice Stephen Breyer, Terry Anderson and Dr. Michael DeBakey.

Health Care Paraprofessionals Vote for Local 459 in Lansing

“Contract, not policies” was the rallying cry for 450 paraprofessional employees at Michigan Capital Medical Center (MCMC) Greenlawn Campus on August 2. That’s the day the paraprofessional group voted 211 to 184 to join OPEIU Local 459 in Lansing, Michigan. The successful election was the culmination of intense organizing efforts over the previous four months.

“After the local narrowly lost an RN election at the same employer in February 1995, this proved to be an especially sweet victory for Local 459,” proclaimed Local 459 President Joseph Marutiak. The sweetness could be seen in the faces and statements of the paraprofessionals themselves.

“I’m elated that the employees have chosen to be unified,” said Bobbie Welling, a cytology prep technician, who went on to say, “I’m relieved in the knowledge that we now have a voice in the decisions that affect each of us and our families.” Her feelings were echoed by others. Nurse Assistants Chris Noack, Karen Walker and Karen Hess said it all with, “We’re proud to be union!”

was extremely well organized, well run and fairly administered both legally and morally,” commented Cindy McRae, a pharmacy technician, who experienced firsthand the union-bashing efforts. Richard “Fuzzy” Jastrzebski, a cook in dietary, reiterated those feelings by saying, “We played chess, they played checkers.”

MCMC Greenlawn campus employees were assisted by MCMC Pennsylvania campus union members in the organizing effort. MCMC Pennsylvania paraprofessionals have been organized with Local 459 since 1988. This is the first group to organize at the Greenlawn campus. Paraprofessionals at both the Greenlawn and Pennsylvania campuses hope this sets a precedent for other groups at Greenlawn and gives them the strength to “speak

for themselves.” They know that Greenlawn employees have lots to speak about, according to International Representative Bonnie Strauss, who spearheaded the organizing drive. Inadequate staffing, inconsistent management policies, discontinuance of longevity bonuses and an uncertain future in health care were

**“The
organizing
campaign was
an exercise in
true
solidarity”**

The paraprofessionals won in spite of the union-bashing efforts by MCMC. MCMC hired a well-known union-busting firm, Management Science Associates (MSA), from Missouri. MCMC, in conjunction with MSA, ran a campaign of false, misleading information and threatening behavior which created an atmosphere of confusion and mistrust among MCMC’s own employees.

“I felt the campaign put forth by the union, unlike the hospital’s campaign,

the major concerns during the campaign, she said.

“The organizing campaign was an exercise in true solidarity,” according to Marutiak. “Local and International staff, along with volunteer rank-and-file members, made this effort successful.” Local 459 staff included Marutiak, Rick Ransom, Ann Flescher and Melanie Dalrymple, assisted by International staff members Bonnie Strauss, Bob Simmons, Donna Shaffer and Steve Tully.



Pictured here are just a few of the rank-and-file organizers responsible for the MCMC victory. They are left-to-right first row, seated: Chris Noack, NA-5N; Chris Blank, Cook-Dietary; Fred Aguirre, Dietary Aide; Karen Hess, NA-5S; Cindy Hilton, Clerk/Typist-Medical Records. Second row: Angie Perez, Hskp; Bonnie Strauss, Int. Rep.; Dawn Davis, Hskp; Carole Nelson, Hskp; Fuzzy Jastrzebski, Cook-Dietary; Karen Walker, NA-6N; Rick Ransom, Service Rep-Local 459. Third row: Mayann Harper, Hskp; Duke Carlisle, Dietary Aide; Cindy McRae, Pharmacy Tech; Carol Barnhart-Squires, Dietician’s Asst; Mark Bauer, Baker-Dietary; Bobbie Welling, Cytology Prep Tech.

Local 6 Bargaining Tangle in Boston

by Paula Stromberg, Local 378

It's a curious situation. Bargaining between the State of Massachusetts and OPEIU Local 6 Trial Court Employees concluded in the Fall of 1994 with agreement for a 10 percent wage hike over three years. Members however, have not received a cent of their raises which were bargained over a year ago.

After members voted to accept the agreement, Local 6 and the Massachusetts Trial Court (MTC) official signed the contract. Then, as was routinely done, the contract was turned over to the state governor for funding. In an unusual twist, Massachusetts Governor William Weld has refused to fund the contract.

"We negotiated a good collective agreement but now where's the money? State laws say certain contracts have to be recommended for funding by the state governor before going to the Legislature. Our Governor Weld received the package in September 1994 and has done nothing. We have never had this problem with a governor before," said OPEIU Local 6 Business Manager Walter Allen.

"This came as a rude shock. A refusal for funding has never happened before and members are upset. It wasn't enough just to negotiate hard for a contract. Now we have to file legislation to change current laws so members can receive their raises," added OPEIU Local 6 President Mary Mahoney.

Local 6 has introduced a bill to amend the regulations that force the trial court workers to go to the governor for funding approval. "We are only one of three agencies that has to wait for the governor's approval. The majority of state workers go right to the State Legislature for funding their contracts.

"We've been encouraging our members to contact their state reps in the House of Representatives to get the proposed bill onto the House floor for a vote," explained Mahoney.

The effort has been all-consuming for Local 6 which represents members throughout Massachusetts. Local 6 staff and officers are working non-stop handling calls from irate members as well as talking to lobbyists and state representatives.

"There is a suspicion that the problem has arisen because the OPEIU negotiated a superior contract that offers 10 percent over three years while other public service unions, with a total of 60,000 members, negotiated only 8 percent over three years but have a re-opener clause. If Local 6 members get their raises, other unions may insist on parity. The State doesn't want to face the extra costs," explained Allen, adding that the Local is exploring every possible avenue to solve the impasse.

For example, Local 6 also has other legislation pending which might slash the Gordian knot delaying members' raises. One of these alternative legislative measures has passed the House of Represent-

tatives and is now in the Senate.

"Local 6 members are frustrated. They phone us and tell us. They're mad and some people forget it's the governor who is causing the problem. Members want their money," Mahoney explained.

No one ever said union work would be easy. Many members believe it is the union office's responsibility to take action. "Some members say that because they pay union dues, it is staff's job to solve the problem. Many members don't agree with the trade union principle that collective action solves workplace problems."

It is against State law for members to strike over this matter. "Even if we walk off the job, we may get a few minutes in the media spotlight and still not accomplish anything. We face a big anti-public employee sentiment and workers are blamed for high taxes in the State," says Mahoney who works at the Massachusetts Trial Court (MTC).

"Some members feel the union is powerless but it's a very complicated situation. Anger grows as time goes by. We're spending our time trying to explain the political situation to members and because the political process grinds slowly, members aren't seeing fast results. In fact, we're working full tilt to deal with the situation and it's difficult for members to stay focused on the real source of the problem — current legislation and the governor."

One thing is certain. Frustration is the biggest enemy and it will take strong leadership to prevent members from feeling so helpless they lose faith finding a solution. With dedicated labor leaders such as Allen, Mahoney and other Local 6 staff and officers, that's not likely to happen.



OPEIU Local 6 President Mary Mahoney and Business Manager Walter Allen visit one of 151 Trial Court locations in Massachusetts where our union members have not received raises which were bargained over a year ago. The State of Massachusetts and OPEIU Local 6 trial court employees concluded bargaining in the Fall of 1994 with agreement for a 10 percent wage hike over three years. However, when the contract was routinely turned over to State Governor William Weld in September 1994, he refused to fund it. Local 6 officers and staff have been trying to deal with members' frustration, and are pursuing several avenues to find a solution including filing legislation to change State laws so members can receive their raises. The political process grinds slowly.

Where's our money?



We're waiting for our raises! Massachusetts Trial Court (MTC) workers who belong to OPEIU Local 6 have not received raises which were bargained over a year ago. The problem has arisen because the OPEIU Local 6 negotiated a superior contract that offers 10 percent wage hike over three years while other public service unions, with a total of 60,000 members, negotiated only 8 percent over three years but have a re-opener clause. If Local 6 members get their raises, unions representing other state employees may insist on parity. The State is trying to avoid the extra wage costs. In what came as a rude shock, the governor delayed funding approval. Meanwhile, Local 6 members fume as OPEIU officers and staff work virtually around the clock to find a solution.

OPEIU Announces 9th Howard Coughlin Memorial Scholarship

Fourteen (14) scholarships will be awarded. Applications are open to members in good standing, or associate members, or their children, all of whom must meet the eligibility requirements and comply with the rules and procedures as established by the executive board. Each scholarship has a total maximum value of \$4,000.

These scholarships for members in the United States (Canada has its own scholarship program) are limited to at least one per region in the U.S. and one per family.

Eligibility

An applicant must be either:

- a member of OPEIU in good standing or an associate member;
- the son, daughter, stepchild or legally adopted child of an OPEIU member in good standing or an associate member; and

An applicant must be either:

- a high school student or high school graduate entering college, university or a recognized technical or vocational post-secondary school as a full-time student;
- presently in college, university or a recognized technical or vocational post-secondary school as a full-time student.

Procedures

Each applicant must file an official OPEIU scholarship program application. Application forms must be endorsed by the Local Union President or Secretary-Treasurer attesting that the member or parent of an applicant is in good standing or an associate member. Such endorsement must be obtained before the application is submitted.

Forms

Application forms may be obtained at your local union office or at the Secretary-Treasurer's office of the International Union.

Applications

All applications must be received at the Secretary-Treasurer's office of the International Union, 815 16th Street, N.W., Suite 606, Washington, D.C. 20006, no later than December 31, 1995.

Requirements

High School Transcript — All applicants are required to submit their high school transcript.

1. College Transcripts — If presently enrolled in a College, University or a recognized Technical or Vocational Post-Secondary School as a full-time student, applicant is required to submit transcript, along with their High School Transcript.

2. Test — All applicants are required to take a Scholarship Aptitude Test — SAT — (the Admissions Testing Program Examination of the College Entrance Examination Board), *American College Testing Program* — ACT — or equivalent examination by a recognized Technical or Vocational Post-Secondary School. If you have already taken the above tests, you should request your school to forward the results of your test to the Secretary-Treasurer's office of the International Union.

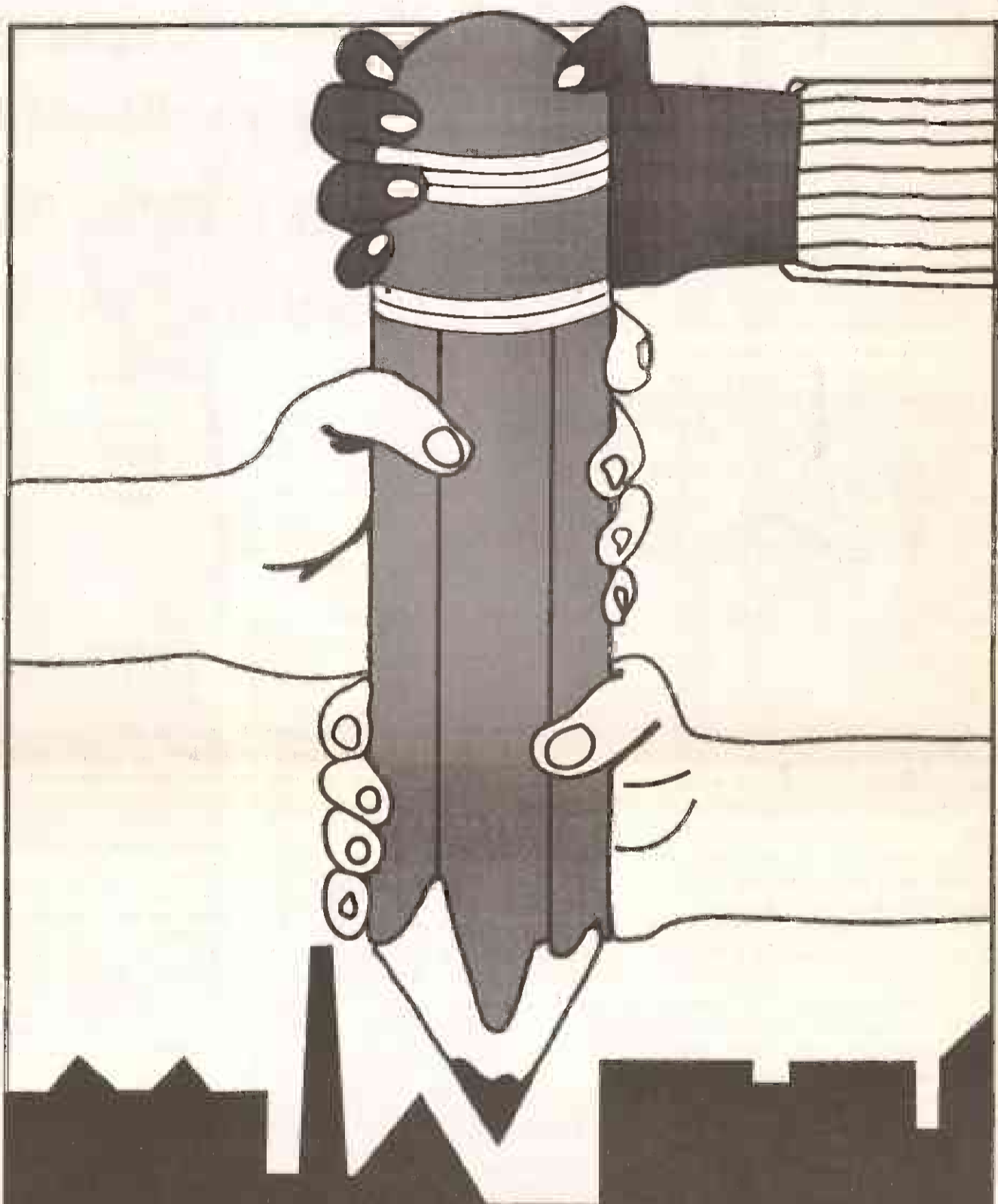
All requirements are due at the Secretary-Treasurer's office no later than March 31, 1996.

Selection of Scholarship

The selections shall be based on recommendations of an academic scholarship committee. Announcement of the winners will be made during the month of June 1996.

Address all inquiries to:

Office of Professional Employees
International Union
Howard Coughlin Memorial Scholarship Fund
815 16th Street, N.W., Suite 606
Washington, D.C. 20006
Phone (202) 393-4464



SEND FOR OPEIU SCHOLARSHIP APPLICATION
Application deadline — December 31, 1995

Please send me the application for the 1996 Howard Coughlin Memorial Scholarship.

Name _____

Address _____

City _____

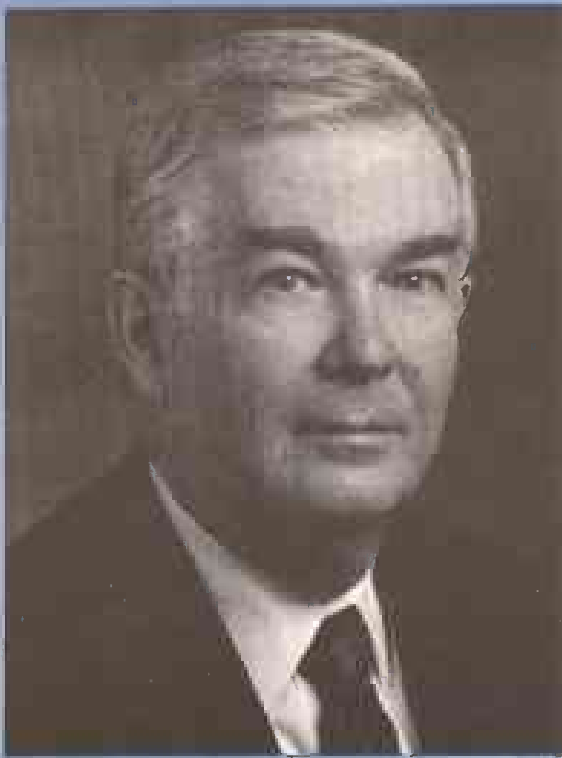
State _____

Zip _____

OPEIU Local Union _____

Send to: OPEIU
Howard Coughlin Memorial Scholarship Fund
815 16th Street, N.W., Suite 606
Washington, D.C. 20006

Call for Canadian Address (514) 288-6511.



2nd Annual John Kelly Labor Studies Scholarship

Deadline: December 31, 1995

In memory of John Kelly, OPEIU International President since 1979 who died on March 10, 1994, the International Union Executive Board established a new scholarship fund in his name. "John Kelly was totally committed to education and training for working people, most particularly our own members," said his successor President Michael Goodwin. "It was during John's presidency that the union began the Howard Coughlin Scholarship Fund, added and expanded union training programs for members, officers and staff," Goodwin said.

However, whereas that fund is open to members and their children for any university/college study, the John Kelly Labor Studies Scholarship Fund is dedicated strictly to OPEIU members who desire to pursue studies and a career in labor relations. This is the second year it will be awarded. See last year's winners on page 29.

"We owe so much to John Kelly and are very pleased to memorialize him in this way," said Goodwin. The rules for that scholarship follow.

Rules

Ten (10) scholarships per year will be awarded on the basis of at least one (1) per region and not to exceed one (1) per family. Applications are open to members or associate members in good standing for at least two (2) years. All applicants must meet the eligibility requirements and comply with the Rules and Procedures as established by the OPEIU Executive Board. Each scholarship has a total maximum value of \$2,000.

Eligibility

The applicant must be:

- a member of OPEIU in good standing or an associate member; and

The applicant must be either an undergraduate or graduate in one of the areas of study below:

- Labor Studies
- Industrial Relations
- Social Science or a related field

Procedures

Each applicant must file an official John Kelly Labor Studies Scholarship Program application. Application forms must be endorsed by the local union president or secretary-treasurer attesting that the member or associate member is in good standing and has been a member for at least two (2) years. Such endorsement must be obtained before the application is submitted.

Forms

Application forms may be obtained at your local union office or at the Secretary-Treasurer's office of the International Union.

Applications

All applications must be received at the Secretary-Treasurer's office of the International Union, 815 16th Street, NW, Washington, DC 20006, no later than **December 31, 1995**.

Requirements

High School Transcript — All applicants are required to submit their high school transcripts.

College Transcript — If presently enrolled in a college, university or a recognized technical or vocational post-secondary school as a full-time student, applicant is required to submit transcript, along with their high school transcript.

Essay — All applicants are required to submit an essay on their occupational goals (300 to 500 words).

Statement of Intent — All applicants shall be required to submit a statement of intent to remain within the OPEIU for a period of two (2) years.

All requirements are due at the Secretary-Treasurer's office no later than January 31st of each year.

Selection of Scholarship

The selections shall be based on recommendations of an academic scholarship committee. Announcements of the winners will be made during the month of April of each year.

Address all inquiries to:

**Office and Professional Employees International Union
John Kelly Labor Studies Scholarship Fund
815 16th Street, NW, Suite 606
Washington, DC 20006
Phone: (202) 393-4464**

1995 Howard Coughlin Scholarship Winners

14 United States, 6 Canadian

For the 8th year in a row OPEIU is pleased to announce our 14 scholarship winners from the United States and 6 from Canada. Each is a recipient of the 1995 Howard Coughlin Memorial Scholarship. They were the winners selected from hundreds of other entrants — the best and the brightest of their graduating high school classes.

The scholarships represent a maximum of a \$4,000 financial contribution over four years to each winning student's college education. Based on merit, the 14 awards are made annually to students within each of the six regions of the United States and the four regions of Canada.

"We are delighted to assist our members and their children in the

pursuit of further education. Times are difficult, and college expensive. For many this scholarship makes the difference in attending or not," said International President Michael Goodwin.

"We are proud of each and every one of our winners. We wish them well in their academic studies and later in their careers," he said.

The Scholarship is named in honor of a now deceased past International Union President Howard Coughlin, who served as the union's leader from 1953 to 1979. Under his leadership the union grew to well over 100,000 members.

The 1995 Howard Coughlin Memorial Scholarship winners are:



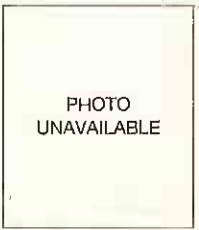
Tasneem Babul is enrolled in a nursing program at the University of British Columbia, scheduled to graduate in 1998. She is the daughter of Al Babul, Local 378 member employed at Insurance Corporation of British Columbia.



Allison Bauer has chosen the University of Texas at Austin for her college education. Her mother Mary Bauer is a member of Local 277 in Fort Worth, Texas.



Jessica Bialkowski, daughter of MaryAnn Bialkowski, member of Local 2 in Washington, DC. She plans to attend Baylor University.



Melanie Briganti, daughter of Susan Briganti, member of Local 8 (Seattle, Washington), plans to attend New York University.



Christine Castellano, daughter of New York City Local 153 member Dario Castellano, who works at the Industry Joint Board. Christine plans to attend Cornell University.



Jean-Sebastien Cloutier, son of Local 526 member Marius Cloutier, employed at Abitibi-Price in Alma, Quebec.



Nikki Cockrell has selected Brown University to attend. She is the daughter of Rachel Cockrell, Local 35 member from Milwaukee, Wisconsin.



Brian Dunn, son of Connie Dunn, a Local 8 member in Seattle, Washington, plans to attend Harvard University.



Jennifer Ezrow plans to attend Michigan State University. She is the daughter of Daniel Ezrow, member of Local 512. They live in Ishpeming, Michigan.



Eric Gloutnay, son of Marie-Claude Gloutnay, member of Montreal-based Local 434, will attend the Ecole Polytechnique de Montreal. Local 434 represents employees of Laurentian Bank of Canada.



Jennifer Haluptzok, daughter of Local 12 member Nancy Haluptzok in Minneapolis, Minnesota, will attend Kalamazoo College.



Amanda Izzo, daughter of Donna Izzo who is a member of Local 459 in Lansing, Michigan, and plans to attend Columbia University.



James N. Kerelchuk, son of Local 397 member John Kerelchuk. James plans to enroll in the computer science program at Lakeland College in his home town of Lloydminster, Saskatchewan. James' Crown Disease caused him to start high school in a wheel chair, which obviously did not slow him down much. Because of training for the Special Olympics, he can now walk and has even entered remission.



Shawn Kolo selected Ripon College for his college career. Leanne Kolo, his mother, is a member of Local 95 in Wisconsin Rapids, Wisconsin.



Lynda Lackey is the daughter of Linda Lackey, member of Local 119 in Chattanooga, Tennessee. Her first choice for school is Emory & Henry College.



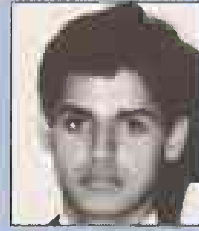
Steven Rawlinson, son of Barbara Rawlinson, member of Local 550 in Toronto. Steven will be studying physics next fall at an Ontario university.



Ryan Spice plans to attend the University of Wisconsin in Madison. His father Roger Spice is a member of Local 95 in Wisconsin Rapids, Wisconsin.



Chelsea Tanaka-Delgado, daughter of member Anita Tanaka from Local 30 in Los Angeles, California, will attend Harvard University.



Ramesh Thiagarajan plans to attend Amherst College. He is the son of Local 106 member Lakshmi Thiagarajan in Groton, Connecticut.



Vladimir Tifu from Brossard, Quebec (Local 57), plans to attend the Universite de Sherbrooke.

1995 John Kelly Labor Studies Winners

For the first time ever the union is able to announce winners of the newly created John Kelly Labor Studies Scholarship. Following the death of International President John Kelly on March 10, 1994, the scholarship was created in his honor.

International President Michael Goodwin said, "John Kelly believed strongly in education, establishing the Howard Coughlin Scholarship for members and their children, developing training programs for members, staff and officers, and offering other incentives for activists to gain additional knowledge and skills. Plus he dedicated his entire life to the labor movement and OPEIU. It is appropriate that we honor him with a scholarship aimed at educating members to give back to others in their communities and in their union."

The scholarship will be awarded to up to 10 OPEIU members annually who desire to pursue studies and a career in labor relations, or a related field. They will each receive a total of \$2,000.

The winners for 1995 are:



of South Alabama.

Bea Harrison, Local 209 member from Mobile, Alabama, plans to attend the University



San Francisco, California, plans to attend the George Meany Center for Labor Studies/Antioch University.

Debbie Moy, Local 3 member working for Community Services for United Way in



Union in Detroit, Michigan, plans to attend Wayne State University.

Helen Hillman, Local 494 member working at the United Auto Workers International



international Convention.

Beth Schindler, Local 8 member from Seattle, Washington, works as a business representative for that local



pursue her studies at Tarrant County Junior College.

Shelly Moss, Local 277 member working at Lockheed in Fort Worth, Texas. Shelly will



Louis A. Turi, Local 32 member working at Blue Cross/Blue Shield of New Jersey.

Nikki Jean Cockrell Wins Union MasterCard Scholarship



Nikki Jean Cockrell, daughter of Local 35 member Rachel R. Cockrell, won the \$4,000 Union MasterCard Scholarship. A resi-

dent of Milwaukee, Wisconsin, Cockrell has won numerous awards and honors, including the union's Howard Coughlin Scholarship. She is also a National Merit Scholarship finalist and a National Achievement Scholarship finalist, and she achieved high school honor roll all semesters.

She plans to attend medical school at Brown University in Providence, RI, or the University of Wisconsin in Madison, with the goal of becoming an obstetrician/gynecologist.

The 1995 Union MasterCard Scholarship recipients are a diverse group, ranging from high school valedictorians to union members who are undergoing retraining for new careers to students with disabilities. However, the qualities the recipients all have in common include an outstanding academic track record and an understanding of and a commitment to the labor movement — factors that figured highly in determining who would be chosen for the awards.

In her application, Cockrell wrote about her goals and ambitions: "I have chosen this field because I enjoy helping people. I have observed a definite lack of quality, comprehensive health care available to working and lower class people. I hope to make a difference in their health care by making sure that I take enough time with my patients to accurately diagnose and treat their illnesses. I hope to communicate effectively with my patients, explaining in detail what I am doing for them and what they can do for themselves. I think this communication will both eliminate the fear associated with doctor visits that stems from not understanding medical terms and techniques and promote a much healthier patient index through preventative methods."

Cockrell graduated in May from Divine Savior Holy Angels. Her mother Rachel has been an OPEIU member since 1980.

Tennessee Valley Authority Employees Scholarship Program

Eight scholarships will be awarded each year to the employees and families of OPEIU members of the Tennessee Valley Authority, with a limit of one per family. For the first time we are pleased to announce the winners of this 1995 scholarship which carries a maximum value of \$500. They are:



Local 119 member Dureta Hartman.

Daniel Hartman who plans to attend Tennessee Technological University. He is the son of



Local 119 member.

Lynda Lackey will attend Emory & Henry College. She is the daughter of



University of Tennessee.

Lori Hurley, daughter of Local 268 member Linda



University of Tennessee.

Brian McGhee, son of Local 268 member Mary Ann Prueitt, plans to



University of Tennessee.

Randall Barnes selected the Tennessee Technological University for his education. He is the son of Local 119 member T.J. Barnes.



University of Tennessee.

Eric Evans, son of Local 268 member Linda Evans, will attend the



Wake Forest.

Stephani Johnson, daughter of Local 119 member



member of Local 268.

Brian Stansberry plans to attend Tennessee Tech. State University. He is the son of Diane Rogers,

Congratulations and best wishes to all of our winners!



Roméo Corbeil

Eastern Canada Council, the OPEIU and Local 57 worked hand-in-hand, and around 1970 I was elected Secretary-General of Local 57 and Coordinator of the Eastern Canada Council as well. As the services, organization and education officer, I was able to centralize assignments of our representatives and services to membership. I believe this close collaboration between OPEIU, the Eastern Canada Council and Local 57 made our union progress in the East over all these years," he said in an interview in 1986.

Always an Organizer

Roméo Corbeil brought literally thousands of new members into OPEIU from groups as diverse as J.J. Toubert, Continental Can, Blue Cross, Consolidated Bathurst, Gaz Metropolitan, District Savings Bank, Uniroyal, Canadian Car.

Under his direction, the Montreal membership continued to grow. By late 1974, Local 57 had passed the 3,000 member mark, standing as the second-largest OPEIU union in Canada and sixth in the entire International Union.

In 1971 when he was appointed Canadian Director the membership in Canada stood at 12,530. At his retirement, because of his energy, vitality and leadership abilities, Canadian membership had grown to more than 25,000.

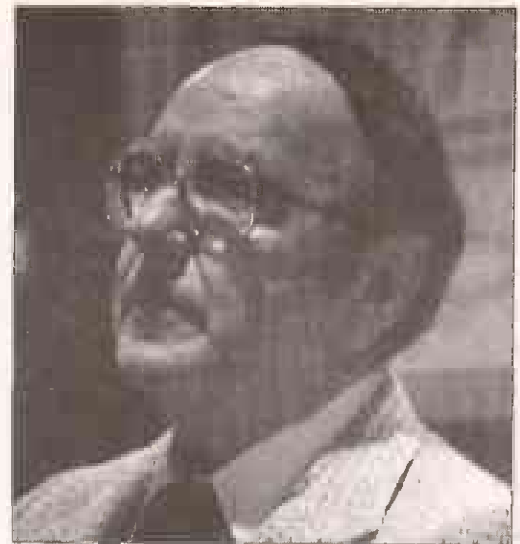
Roméo Corbeil also trained and mentored numerous Canadian and U.S. representatives and organizers to carry on the OPEIU tradition of service to working people. Many of the labor leaders found on both sides of the border owe their philosophy and sense of dedication to the influence of Roméo.

Largely because of his leadership, OPEIU Canadian members gained greater representation through additional officers and a Canadian Director and always retained their autonomy.

It was because of leaders like Roméo Corbeil — now Michel Lajeunesse, Gilles Beaugard, Janice Best, Dave Miller and



Roméo poses with long-term friend, OPEIU General Counsel Joseph Finely, at the 1994 OPEIU International Executive Board meeting.



At a 1979 Canadian Convention, Roméo Corbeil (second from the left) laughs at a remark by Secretary-Treasurer Bill Lowe. With them on the dais are International President Howard Coughlin, Canadian Director Fred Trotter and Vice President Bill Wittal. Coughlin and Trotter are now deceased.

(Continued on page 6)

Washington Window

Medicaid Cuts Hurt

In 1968, Lester Thomas had a good job. Then a member of Steelworkers Local 1612, he toiled at U.S. Steel's Fairless Works in Philadelphia "and I had the best health insurance I ever had."

Ten years later, Fairless closed — due to Japanese imports — and Thomas lost his job, and his health insurance.

Thomas found another job, with health insurance, with a company that makes computer cabinets. But that company closed in 1991, again due to competition from imports. Thomas lost his health insurance.

After two years of searching, Thomas found another job, with PM Manufacturing, a maker of sterile medical supplies. His health insurance wasn't as good as it was when he was a steelworkers' union member though. But last year, a layoff came. Last hired, first fired, and Thomas, by then a 50-year old married man — and with health problems — was first to go.

But private insurance was unavailable, or unaffordable. So Thomas turned to Medicaid. It will pay the \$500 monthly cost to treat his high blood pressure and diabetes and his wife's chronic sinus condition until Thomas qualifies for health insurance in his new job — with a very high deductible — in mid-July.

Meanwhile, "Medicaid has been the difference between life and death for me," former steelworker Thomas says.

But if Republicans have their way on Capitol Hill, Medicaid won't be there for people like Lester Thomas, or Karen Higginbotham of Opelousas, LA, or Edna Faris of Alexandria, VA, or Yvette Elkins of Columbus, OH. And it won't be there for the one million additional Americans who will lose their health insurance this year, according to federal estimates.

Medicaid cuts proposed by the GOP — \$182 billion over seven years — would hurt a worker who is laid off like Thomas. They would hurt working parents with a severely disabled child, like the Higginbothams. The cuts would hurt an elderly woman whose husband is in a nursing home, like Faris. The cuts would hurt mothers whose Medicaid pays for children's medical bills, thus letting them successfully leave welfare for work, like Elkins.

That's because the Republican majority in Congress pushed through a budget plan that not only cuts Medicaid but converts it into a block grant to the states, with a spending limit. Let the states decide, the GOP says, who gets Medicaid. Jobless workers, the disabled, welfare recipients seeking work — all could lose.

But in their attempt to cut federal spending, the Republicans never stopped to find out who Medicaid helps, and what it means to them. So Thomas, and Karen Higginbotham, and Faris, and Elkins stood up and told the world what the cuts mean.

Elkins, after becoming unemployed, deserted by her husband and homeless, moved into a church-run shelter with her daughter. She searched for a job while preparing for her second daughter.

Just after the birth, she got a new job, paying \$12 an hour. But without Medicaid transitional assistance — which gives people trying to get off welfare a year's worth of medical benefits for their children — the job would have been worth less than welfare.

Other welfare recipients trying to become workers would face the same dilemma, but without Medicaid, under the GOP cuts. "I want to stand here

and tell families to try, but it gets frustrating," Elkins said.

Higginbotham and her husband work. Their daughter Alison, age 7, is victim of an illness during infancy that left her unable to care for herself and able to communicate only through cries, gestures and laughs. When both the Higginbothams were jobless, Alison qualified for Supplemental Security Income — a federal program that gives a small monthly income to mentally and physically disabled people.

The GOP wants to cut SSI, and it wants to cut Medicaid, which pays \$30,000 a year for Alison's needed care at home. The GOP's Medicaid cuts would kill payments for home health care.

The hard-working Higginbothams would have to put Alison in a nursing home, at a cost to taxpayers of \$60,000. "The bottom line is that Alison would die. Before she would die physically, she would die spiritually and emotionally," her mother says.

For Faris, Medicaid cuts may be the difference between living independently or giving up her house and her small Social Security check to pay for her husband's nursing home bills. Medicaid now bans states from forcing spouses of nursing home residents to spend themselves into poverty to pay for loved ones' care. A block grant would not ban such "asset-stripping."

"I don't know what would happen" if the Republican Medicaid block grant passes, Faris said. She seemed to speak for many people in repeating, "I just don't know..."

**"Medicaid has been
the difference between
life and death for me . . .
but if Republicans have
their way . . . Medicaid
won't be there."**

**What's your opinion?
Write and tell us.
We'd like to know.**

Work and Health

Quick Action for Bleeding

By Phillip L. Polakoff, M.D.

The sight of blood makes some people queasy. The following rules for handling a bleeding situation aren't likely to change that lifelong response. But they might give you a better understanding of what's happening when bleeding appears and what you can do to stop it.

First of all, remember that blood at any wound tends to clot. Clotting is one of your body's marvelous self-preservation mechanisms — it almost makes its own bandage.

Clotting begins when the continuity of the wall of a blood vessel is interrupted by an injury, or when the nurse takes a sample of your blood for a lab test. Cellular components of the blood called platelets stick to damaged area and liberate chemical substances.

This sets up a chain reaction which converts a soluble protein material in the blood, fibrinogen, to insoluble fibrin. This fibrin is laid down in fine strands in which the red and white blood cells become enmeshed to form a clot.

However, this clever process needs help to work quickly. Bleeding must be stopped, or slowed so that the clot-in-the-making is not constantly swept away.

Simple, slight bleeding will respond in this way if the area is treated like a wound with a firmly bandaged pad over a dressing.

However, it is critical to determine quickly if the bleeding is manageable with this technique. When bleeding is severe, stop the flow as best you can but get medical aid or call an ambulance immediately. Sterility or cleanliness may have to be sacrificed for speed.

Here are some general rules for first aid in situations that can be handled on the spot until help arrives:

- Using fingers and thumb, pinch the wound edges together. Or use your whole hand to press hard over the bleeding area. This pressure must be kept up for 10 minutes.

- While doing this, lay the patient down. Whenever possible, elevate the bleeding area, since this helps a little to reduce the blood flow into it. Caution: be careful not to move a part which may be fractured.

- As soon as possible, replace the hand pressure with that of a pad held down by a tight bandage. Chances are, there won't be any regular dressing and bandages close by. Use anything that's available — handkerchiefs, ties, belts, socks, stockings. The key thing to remember is: never leave the wound without any pressure at all.

This will be awkward if you are alone with the patient. It may mean keeping one hand on the injured area while you use the other to reach for anything suitable, including clothing.

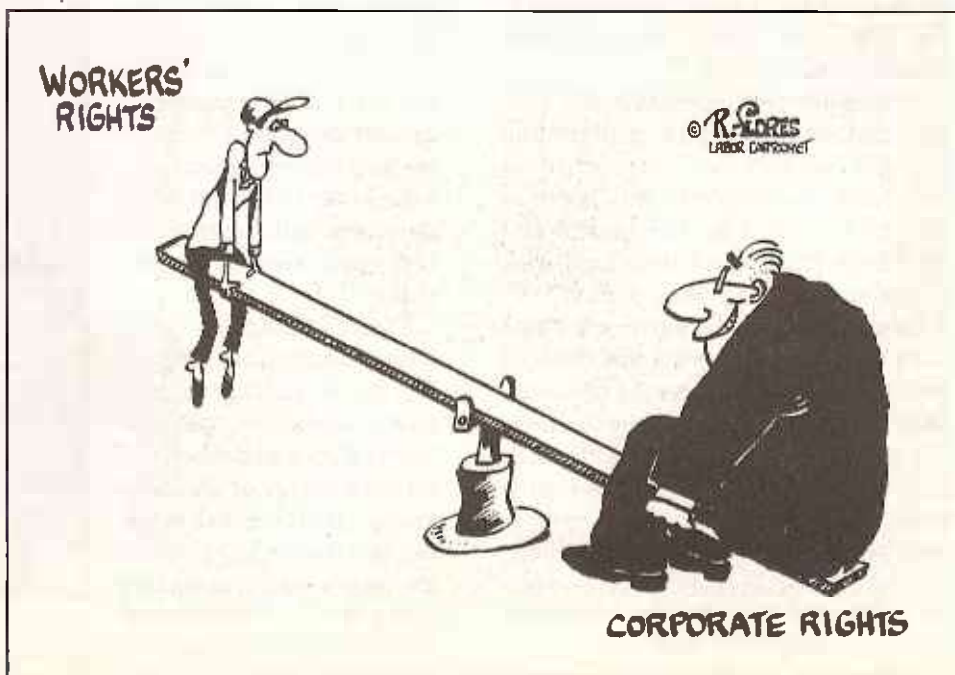
- Keep an eye on the bandage. If it shows blood still oozing through, do not remove it but apply more pressure over it with additional padding and bandage. This may have to be done several times in exceptionally difficult cases. The dressing can become bulky, but control of the bleeding will generally be achieved.

The major concern in severe bleeding — the cases where immediate medical help is called for — is shock. In first aid terms, shock refers to a physical condition, not an emotional upset. It is a failure of the heart and circulation which follows severe injuries.

First aid cannot fully treat shock. But you can prevent or minimize its development while help is on the way.

Stop the bleeding. Treat the victim in place, unless the area is hazardous (due to fire, fumes, a collapsing building, traffic, etc.). Keep the victim warm. Make the victim comfortable. Never give the victim anything by mouth.

If you have questions, or suggestions for future articles, write to me at IHMA, 2200 Powell Street, Watergate Tower II, Suite 395, Emeryville, CA 94608.



How the Counseling Registration Act Benefits Hypnotherapy in Washington State

by C. Roy Hunter, M.S., C.Ht.

Following is the second of a three-part editorial written by the head of our new hypnotherapist group, pointing up the need for state legislation on hypnotherapist registration. This is an important issue for our members who are hypnotherapists, as well as any consumers and members who wish to use hypnotherapist services. The conclusion will appear in the next issue of White Collar.

Overview of the Law

While state law now sets guidelines for state certification of counselors, as well as registration of counselors, it also establishes a separate registration for hypnotherapists. Let's look at the application to the practice of hypnotherapy.

Those practicing hypnosis for compensation (or barter) in Washington State must register through the Health Department, Division of Professional Licensing, as a hypnotherapist. Applicants must sign a statement swearing that they are not addicted to substance. They must

promise to give written disclosure to clients disclosing education background (including training in the use of hypnosis) and experience, as well as displaying certificates of professional association.

Additionally, hypnotherapists must promise to adhere to the Uniform Disciplinary Code, which stipulates certain ethical standards of professional conduct, and must inform clients of that fact. (Also, they must pay a registration fee to the state.)

There is no educational requirement for being a registered hypnotherapist. Although there are many of us who believe that some sort of amendment to that effect might be appropriate in the future, provided said training standards are regulated by the hypnotherapy profession rather than by other professions.

Benefits of Hypnotherapy Registration

The state benefits by addressing the concerns expressed by outspoken citizens, and by collecting fees without

having to go to the trouble and expense of creating licensing boards. This allows hypnotherapy the freedom to become self-regulating.

Clients of hypnotherapy benefit from this law by the fact that the hypnotherapist is legally required to adhere to certain codes of ethical conduct. Valid client complaints may result in registration being suspended or revoked, meaning loss of livelihood, and could result in prosecution, depending on the charges. This gives clients greater recourse against any therapist or counselor guilty of unethical professional conduct, even if such conduct is nothing more than creating false or misleading ads.

The hypnotherapy profession benefits by having legal recognition of the right to practice hypnotherapy. This gives our profession far greater credibility in the eyes of the public. In the minds of many, legal recognition is somehow perceived as an endorsement of the profession, even though we are required to disclose to clients that registration does not constitute an endorsement.

Now let me provide some additional insights based on my professional experience...

[Watch the next *White Collar* to learn about Hunter's personal experience pre- and post-registration]

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

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1994 Canada CPI (1986 = 100)	131.3	130.3	130.1	130.2	129.9	130.2	130.7	130.8	130.9	130.7	131.4	131.6
% Change from Prior Month	0.0	-0.8	-0.2	0.1	-0.2	0.0	0.4	0.1	0.1	-0.2	0.5	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	0.5	0.2
1995 Canada CPI	132.1	132.7	133.0	133.4	133.7	133.7	134.0	133.8				
% Change from Prior Month	0.4	0.5	0.2	0.3	0.2	0.0	0.2	0.1				
% Change from Year Earlier	-0.6	1.8	2.2	2.5	2.9	2.7	2.5	2.3				
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	438.6
**143.6	144.0	144.4	144.7	144.9	145.4	145.8	146.5	146.9	147.0	147.3	147.2	
% 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	-0.1
% Change from Year Earlier	2.4	2.3	2.3	2.2	2.1	2.4	2.6	2.9	3.0	2.6	2.7	2.7
1995 U.S. CPI-W	*440.2	441.7	443.0	444.6	445.6	446.5	446.5	447.4				
**147.8	148.3	148.7	149.3	149.6	149.9	149.9	150.2					
% Change from Prior Month	0.4	0.3	0.3	0.4	0.2	0.2	0.0	0.2				
% Change from Year Earlier	2.9	3.0	3.0	3.2	3.2	3.1	2.8	2.5				

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

Richard Gephardt — A Friend of OPEIU



U.S. Representative Richard Gephardt (D-MO) has consistently been a good friend of labor and especially OPEIU. He regularly visits the International Union to confer with President Goodwin on the union's legislative agenda. He appears here with Goodwin on a recent visit.

**Celebrating
50 Years of
Solidarity**



AFL-CIO
CLC

OPEIU Union Privilege Programs Benefit Members

When the program first began in the late 1980s, we offered only a legal services program and the OPEIU MasterCard. Today programs include these as well as a health needs program, a union member mortgage program, loan program and driver and traveler/shopper program. Michelle King from Union Privilege outlined for convention delegates the programs offered members today:



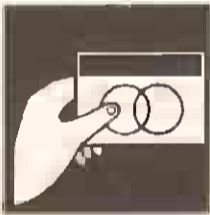
Michelle King

Mortgage and Real Estate



The union-member only Mortgage and Real Estate program offers competitive rates, down payments as low as 5%, strike protection and financial assistance, a first-time buyers program and more. Many OPEIU members have bought new homes and refinanced others through this excellent benefit. Specifically 3,800 members have taken advantage of this benefit.

MasterCard



Our no-fee, low-interest OPEIU MasterCard remains our most popular program, taken advantage of by thousands of OPEIU members. There are now 19,347 members with OPEIU MasterCards.

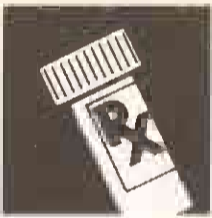
That program also offers a scholarship to participants. In 1994 Ignacio Sanchez, Jr., son of our Local 174 (Hollywood) member Toni Sanchez, won a \$1,000 MasterCard scholarship. This year Nikki Jean Cockrell, daughter of Local 35 (Milwaukee) member Rachel Cockrell, won a \$4,000 scholarship (see separate article).

Legal Services



Through the legal services program, members receive free and discounted legal advice from union-friendly lawyers. The benefit includes free 30-minute consultation, free document review, 30% discount on complex matters and no enrollment fees.

Prescription Drugs



This discount, mail-service pharmacy program offers savings on prescription medications for members and their families, including relatives.

Loan Program



OPEIU's loan program combines lower rates with longer terms to offer members affordable personal loans — perfect for bill consolidation. Loans start at \$2,500. So far, 750 OPEIU members have taken out the loans, averaging \$5,600.

Shoppers



Union Member Discounts helps members and their families save on all kinds of products and services — from Hertz car rentals, to North American Van Lines moves, to hearing healthcare and more.

We look forward to greater participation in the Union Privilege Programs and to providing members and their families more and greatly improved benefits.

OPEIU Program Offers Free and Discounted Legal Services

No Charge on Most Cases; Complex Matters Handled for 30% Off

There are times when you may need legal help or you simply have a legal question. Perhaps you've purchased a product that has turned out to be a "lemon," are faced with signing a complicated legal document, or need expert advice on a problem.

Where can you turn? To the Office and Professional Employees International Union (OPEIU) Legal Service.

Through this exclusive union-members-only program, you get the legal advice you need at rates you can afford — and most often for free. In fact, according to surveys, over 75 percent of the matters brought to lawyers through the Legal Service are handled without charge.

As an OPEIU member, the program entitles you to a free 30-minute consultation with an attorney on any matter that is not union-related. You may discuss the matter in person or by phone. If your attorney thinks a letter or a phone call can resolve your problem, it will be done — for free. If you need more in-depth legal assistance, you're eligible for a 30 percent discount on all services provided.

The program also offers a free review of your personal documents — such as leases, insurance policies or sales contracts — at no charge (some limitations apply). And this represents real savings, especially compared to similar legal programs, which can cost up to \$100 in membership fees per year.

"The OPEIU Legal Service is designed to meet the special needs of the employees we represent," said OPEIU President Michael Goodwin. "The program offers free and discounted legal assistance — without complications. And it helps members avoid the high cost of legal assistance while providing them with service from a lawyer they can trust."

The OPEIU Legal Service does not cover matters involving union-related organizations or officials. Lawyers are not obligated to take a case and may decline if they choose.

For more information on the OPEIU Legal Service or for the names of participating attorneys in your area, contact your local or call 1-800-452-9425.

Make A House Call

Your union's mortgage and real estate program makes buying or selling a home as easy as picking up the phone.



This program provides you with expert counselors, competitive mortgage rates and discounted real estate services. You also receive special help if you are a first-time home buyer, and protection if you are laid off, disabled or on strike.

For information call:

1-800-848-6466

8 a.m. to 10 p.m., Monday through Thursday; 8 a.m. to 9 p.m., Friday; and 8:30 a.m. to 5 p.m., Saturday, Eastern Time.



UNION MEMBER MORTGAGE AND REAL ESTATE

Se habla español

Union Privilege Programs



Roméo Corbeil Legacy

by Michael Goodwin, International President

The International Union suffered the loss of a great labor leader and friend when Roméo Corbeil passed away in July. Roméo served in many capacities during the years as International Representative, Canadian Director and International Secretary-Treasurer. He was a leader in Local 57 in Montreal and a builder of the Canadian structure as we know it today.

When the Office Employees International Union was born in 1945, many local unions in Canada were operating as Federal Labor Unions chartered by the American Federation of Labor. Like so many other trade unions in the United States, they were small and had limited resources. Over time, the FLU's became part of the OPEIU as local unions.

When Roméo was first hired in 1956, the International Union represented 44,000 members including 4,000 in Canada. There was no separate structure for Canada and operations were conducted out of the International Union office in New York. Roméo began to organize and build membership in Canada and to guide the Canadian sector toward a Canadian identity. In 1957, Local 57 had less than 200 members and the Canadian membership was under 10% of the overall union. Roméo was later to see the fruits of his labor as the Canadian membership swelled to over 30,000 including nearly 9,000 members in Local 57.

Roméo also saw the establishment of a Canadian Director to oversee Canadian affairs, a Canadian Consultative Committee, and a Canadian Convention to set policy on matters affecting the Canadian membership. He was the driving force behind the Ca-



Roméo Corbeil
1924-1995

"I was very fortunate to be able to reach out to him for advice and counsel."

nadian council structure and saw the building of the Eastern Canadian Council, the Central Ontario Council and the Mid-Canada Council as effective vehicles for organizing and servicing membership. The councils are particularly helpful to smaller locals who can pool resources. Roméo defined the Canadian identity from within the union while at the same time increasing Canadian influence over International Union affairs. He was the central spokesperson for Canadian identity and structure which led to four Vice Presidents and the International Secretary-Treasurer on the Executive Board from Canada. He was a trade unionist through and through.

Roméo believed in the young members and recognized that they would provide the energy and new ideas needed to carry the union into the 21st century. They loved him for his contributions to the union and his work in so many capacities, that they respectfully called him the "Godfather." In 1980, the Canadian convention delegates presented him with numerous hats indicating all of the various positions that Roméo has held over the years.

The union has been blessed with its association with Roméo Corbeil. He

was a wonderful man, always cheerful and willing to share a good laugh with all. He never stopped trying to get close to people and never stopped helping the newer members understand the rich history and meaning of the labor movement in Canada.

Although he was sick for quite some time, he never complained to anyone about his suffering. On the contrary, he always had the hospital staff in "stitches."

When I was first elected in March 1994, I informed the Executive Board that I intended to rely on Roméo's wisdom and experience. I was very fortunate to be able to reach out to him for advice and counsel. Relying on his experience, he was a great help in planning this year's convention. He put together a nomination and election process for the convention which is unequalled in terms of safeguards and democracy. We were very pleased with all of his work and advice in connection with the convention.

We are very grateful to Roméo for sharing most of his adult life with us and appreciate all that he has done on behalf of the membership. We will miss him greatly.

Peace be with you, Roméo, and thank you.

OPEIU Endorses Donahue & Easterling for AFL-CIO Posts

Convention delegates unanimously passed a resolution supporting Tom Donahue and Barbara Easterling for President and Secretary-Treasurer of the AFL-CIO. Upon the convention's adjournment, OPEIU International President Michael Goodwin sent the two candidates the following message on behalf of all OPEIU members:

The 130,000-member Office and Professional Employees International Union (OPEIU), AFL-CIO, CLC, wholeheartedly endorses the Donahue-Easterling ticket for AFL-CIO President and Secretary-Treasurer.

Tom, we are proud that last month the delegates to our 20th Triennial Convention were the first to vote a unanimous endorsement of you for President of the AFL-CIO. The programs you initiated — the Organizing Institute, Labor Institute of Public Affairs, among others — your vision, personal integrity and values make you the only choice for President of the Federation.

Additionally we are proud that you have the foresight to join with an equally capable and qualified candidate for Secretary-Treasurer, Barbara Easterling from CWA.

And it is certainly time that the women of the labor movement took their rightful place as partners in the leadership of this great organization. Their recognition is long overdue. I commend you, Tom, for your foresight and your commitment to diversity and the full participation of women and minorities at all levels of the trade union movement.

The times call for strong and creative leadership at the head of a strong Federation, a leadership that can unite, challenge and motivate all of our unions. OPEIU believes that Tom Donahue and Barbara Easterling are exactly the candidates to meet this need.

We strongly endorse the Donahue-Easterling ticket and offer whatever assistance we can to make your election a reality.



Thomas P. Donahue and Barbara Easterling



Printed in U.S.A.

Tributes to Roméo Corbeil

I first heard of Roméo in 1956 when he joined the OPEIU [Office Employees International Union] after working for the Chemical Workers. I had the good fortune to meet him at the last convention in Montreal and, what I saw was a dedicated trade unionist with a sense of humor. Over the next ten years we continued to meet at staff conferences and conventions, I saw that he continued to be a real trade unionist, both idealistic and practical. The locals he was assigned to service continued to grow. The reputation of the OPEIU was no longer "a quill pusher union" but was now a part of the main stream of the Labour Movement. I was a little jealous of him because of his bank organizing but proud to be part of the organization that had done so much for these workers.

"I saw another side of Roméo — a visionary."

In 1971 we established a relationship that was to grow, to where I am now proud to call him friend. Some of my fellow old timers will remember we had a different system of election at the 1971 Convention. The International executive board was informed that at the Canadian caucus they had selected Roméo for vice president. I am proud to be able to say I was the first on the board to support him. Later that night we met and talked of his vision of how to bring thousands more into our ranks, both Canadian and U.S., and in this I saw another side of Roméo — a visionary. Over the next year, as vice president and Canadian Director, the OPEIU continued to grow in numbers and respect. Roméo, in fact, was Mister OPEIU in Canada.

Having seen this, when we had to fill the position of Secretary-Treasurer, we all turned to Roméo. He resisted, not because of the inconvenience to himself and his family, and that was great, but because deep down he is also a very humble man. After some time he came to the conclusion that it was not like him to refuse an assignment, and he became our Secretary-Treasurer. Once again he came through for us, bringing a youthful enthusiasm to the office that enabled him to work closely with the staff to streamline our procedures.

While writing these few words, I keep thinking how can I say what is really in my heart for Roméo,

We've worked together;

We've dreamed together;

other than to say: he will always be my friend, and I hope he can say the same for me.

John Kelly (now deceased)
OPEIU
International President

The Savings Bank Employees Union's first contact with Roméo Corbeil was in July 1967.

Roméo quickly won our founders' trust for they soon realized he was a born leader and had great skills in unionization and a thorough knowledge of the labour movement. Because of his prompt interventions at various levels of the labour movement, we received our certification in October 1967 and were finally recognized by our employer.

Roméo provided us with valuable advice during the drafting of our first contract and also during negotiations. Finally, in March 1968, we reached a settlement and signed our first collective agreement. We then became affiliated to the Office and Professional Employees Interna-

tional Union and became Local 434.

We are proud to be OPEIU members and Roméo Corbeil's likeable personality helped to make this possible.

Roméo and I met in 1969 when I was an executive officer and, from that moment on, the respect I have for this man, whom I consider quite exceptional, never stopped growing.

Most of you, I am sure, will understand the words "spiritual adviser", and I feel that Roméo Corbeil was mine in terms of unionism.

Roméo made us proud members of Local 434. In us, he brought out our strength, capabilities and independence.

Local 434 would not have been what it is today, after almost 20 years of existence, without the close collaboration of Roméo Corbeil. He was always encouraging with constructive criticism and guided us in any decision we consequently made.

We consider ourselves lucky to have met Roméo Corbeil, a man who had so much to offer, a man who was a born leader.

Thank you, Roméo Corbeil, 1,134 times on behalf of the 1,134 members of Local 434, for the work we accomplished together.

Yvon Rivard
President, Local 434 (in 1986)

It was always easier to talk with Roméo than to try to describe him. A friendly and loving man, he always had the right word to bring discussions a little further. He had a questioning look, a positive attitude and words of cheer. Always concerned, he so often said, "Every problem has its solution. It is up to you to find it!"

Nevertheless, he could not resist asking how things were going at the first opportunity he got. I do not know what we would have done without him!

"Every problem has its solution. It is up to you to find it!"

Life was not always easy on him but he knew how to surround himself with people with whom hard work and long hours did not count. A born organizer, he took each challenge as it came, and the OPEIU always came out the stronger for it.

Since I became President of Local 57 in 1980, I have been enlightened by Roméo's trust and solidarity which gave me the will to surpass myself and communicate this determination to others. My pride in and commitment to my union is largely due to Roméo as well.

The sincerest way to pay him tribute is a simple "Thank You." Thank you, Roméo,

- for your tenacity
- for your collegial spirit
- for your straight forwardness
- for your dedication
- for your self sacrifice

I would also like to say thank you to his wife Mado (now deceased) and his children for the patience and understanding they showed to a man dedicated to his union...

You will always be one of us!

Maurice LaPlante
President, Local 57

Upon his retirement:

Roméo, you deserve all the due honors for your active participation in the labour movement. For the past 30 years you have proven that conscientious work is always rewarded.

In 1956 you were given great responsibility, and you met the challenge and much more here in our province and in Canada. You were, and still are, I am sure, a great builder of the Office Employees Union.

Through multiple sacrifices and dedication, you have transmitted unity, good old-fashioned solidarity to those who want to build on solid ground, for the betterment of working people and their families.

"Meo," we wish to thank you for a job well done, and we wish you a great retirement.

Denis Frechete
President, Local 463 (in 1986)

Roméo Corbeil was one of the first people I met when I began my OPEIU career. I had, from the beginning, the utmost respect and admiration for him.

Roméo truly was the father of OPEIU in Canada. Our very effective Council structure in Eastern Canada and subsequent growth can be attributed to Roméo's efforts.

"Roméo truly was the father of OPEIU in Canada."

He was one of the very rare people one meets in life who was loved and respected by all who came to know him.

Janice Best, Region X
International
Vice President

Local 397 was saddened by the passing of Brother Roméo Corbeil. He was a tireless worker and was always there to assist in any way he could.

Roméo assisted Local 397 when we ran into difficulty with our provincial structure. He took time from his busy schedule to come to Regina to help us set up our present provincial council structure, which provides representation for each of our offices in Saskatchewan. He was instrumental in making the constitutional changes which provided for a truly democratic process in the representation of our Local.

Roméo was a dedicated trade unionist who recognized the importance of Canadian autonomy and fought hard to ensure that we were successful to that end. Roméo always had the interests of Canada in mind when decisions or policies were made. He seemed to be a step ahead of everyone and was never too busy to explain and resolve issues or assist on any matter.

As a Vice President in Canada, I will especially miss Roméo's wealth of knowledge. He was always there for us. At every meeting Roméo had another project completed or updated and was invaluable to the CCC [Canadian Consultative Committee].

Roméo was a true friend to Local 397 and Region IX. We all carry our own fond memories of him and will always remember him for his pleas-

ant character, professional manner and tireless dedication to the OPEIU.

Dave Miller, Region IX
International
Vice President

What started many years ago as a fraternal relationship between Roméo and me quickly became a warm friendship. It was a privilege to have known him, and I will never forget his thoughtfulness and kindness.

Roméo was loved by all who knew him. His wisdom provided comfort, and his humor cheered us all.

Ron Tuckwood, Region VIII
International Vice President

The labor movement has been blessed over the years in having great labor leaders. OPEIU being one organization that has had such a leader among them, which has Roméo Corbeil. He joined OPEIU in 1956 at a time when our membership in Canada was only 5,600 members and organizing white collar workers was very difficult. Through his determination and his continuous youthful enthusiasm, today OPEIU represents more than 30,000 members in Canada. He always felt that unorganized white collar workers were a continuous threat to our collective bargaining achievements.

I had the privilege of working very closely with Roméo from 1958 until his death, he was warm, compassionate, unselfish and above all a thorough friend. Wherever Roméo went—whoever he met, he was extremely respected. He had a way of establishing a relationship that continuously grew.

He fought with perseverance for the recognition of white collar workers. In the early sixties, he fought the concept of equal pay for equal value of work.

He established educational programs and promoted greater Local Union participation in the decision making process. He led the implementation of the Canadian autonomy within the International Union structure. Roméo was a visionary.

"Roméo had two passions, his family and OPEIU."

Even though he retired in 1986, he was continuously involved with the organization on special assignments from President Kelly and thereafter, President Goodwin or the Canadian Director, his advice was continuously sought.

His last few days with us, while we were celebrating our 50th Anniversary in Vancouver, were spent in the hospital, reviewing our convention material.

Roméo had two passions, his family and OPEIU.

Roméo will be deeply missed; however, we should be proud of the legacy he has left us.

Gilles Beauregard
Secretary-Treasurer



Delegates "Invest in the Future" by Voting Organizing Support

Nearly 400 delegates and alternates attended the 20th Triennial Convention of the Office and Professional Employees International Union, AFL-CIO, CLC, in Vancouver, British Columbia, from June 19 to 23, 1995.

"Investing in Our Future" was the convention theme, as delegates deliberated to establish policy to guide the union over the next three years and into the future. Organizing was the particular focus. Delegates celebrated organizing victories over the last few years and throughout history.

OPEIU, in fact, is celebrating its 50th anniversary in 1995 as an affiliate of the American Federation of Labor, now the AFL-CIO. Those festivities continued with a special 36-page *White Collar*, containing an 18-page historical calendar insert, historical pins and paraphernalia, and a special display of the founding of OPEIU Local 1 in Indianapolis, Indiana.

Policy statements and resolutions on a wide variety of issues (e.g., affirmative action, fair pay act, labor law reform, balanced budget amendment, the TEAM Act, welfare reform) were debated and voted.

Nationally and internationally recognized experts and politicians brought the members up-to-date on these and other subjects of concern to members, as well as the political and economic climates of both countries — Canada and the United States.

Educational workshops took place each afternoon following the close of convention sessions. Issues of immediate concern, but most particularly organizing, were the focus: the regional organizing cooperative program, a lawyers conference, secretary-treasurer & trustees workshop, Women and AIDS, public sector organizing, health care industry workshop and organizing techniques.

Delegates unanimously elected

Michael Goodwin to a three-year term as International President, and re-elected Secretary-Treasurer Gilles Beaugard and Canadian Director Michel Lajeunesse. Eleven U.S. and four Canadian International Vice Presidents were elected or re-elected as well.

You can read more in-depth reports on these elections, policy statements, speakers, award winners within the pages of this newspaper. And read to see the course that delegates worked long and hard to chart — a course intended to lead this International Union to even greater heights over the next three years.

Organizing and Constitutional Changes

Recognizing that the union's general treasury had declined due to inadequate per capita increases at previous conventions, as well as inflationary pressures, the delegates voted to increase the per capita paid by local unions to the International Union in 1995 by 65 cents per member on 1 to 500 members and 40 cents per member on 501 or more members.

In both 1996 and 1997 per caps will increase 40 cents and 30 cents respectively.

Vice President J.B. Moss, making the report for the Constitution and Laws Committee, said that this vote demonstrated the forward vision of the delegates. "Without this funding we could not pursue the aggressive organizing plans we have discussed here. I commend you on your action today."

Delegates also voted to transfer \$1.5 million from the General Fund to a special Regional Organizing Cooperative Fund. The delegates voted to earmark 15 cents per member per month of the per caps increase for this Fund in 1995. An additional 15 cents will be added in 1996 and 1997.

This is the first time in the history of this union, said Moss, that we have constitutionally set aside resources for organizing. "I think it demonstrates how truly committed we are to organizing and bringing unrepresented workers the benefits of collective bargaining."

Other constitutional changes passed by the delegates included:

- committing 2 cents per member per month of per capita taxes to the

John Kelly Labor Studies Scholarship Fund;

- raising the regional educational conference subsidy from \$300 to \$400 per local union;

- raising the contribution to the Canadian Convention Fund from \$15 to \$20 per local per month;

- raising the contribution to the International Convention Fund from \$20 to \$25 per local per month;

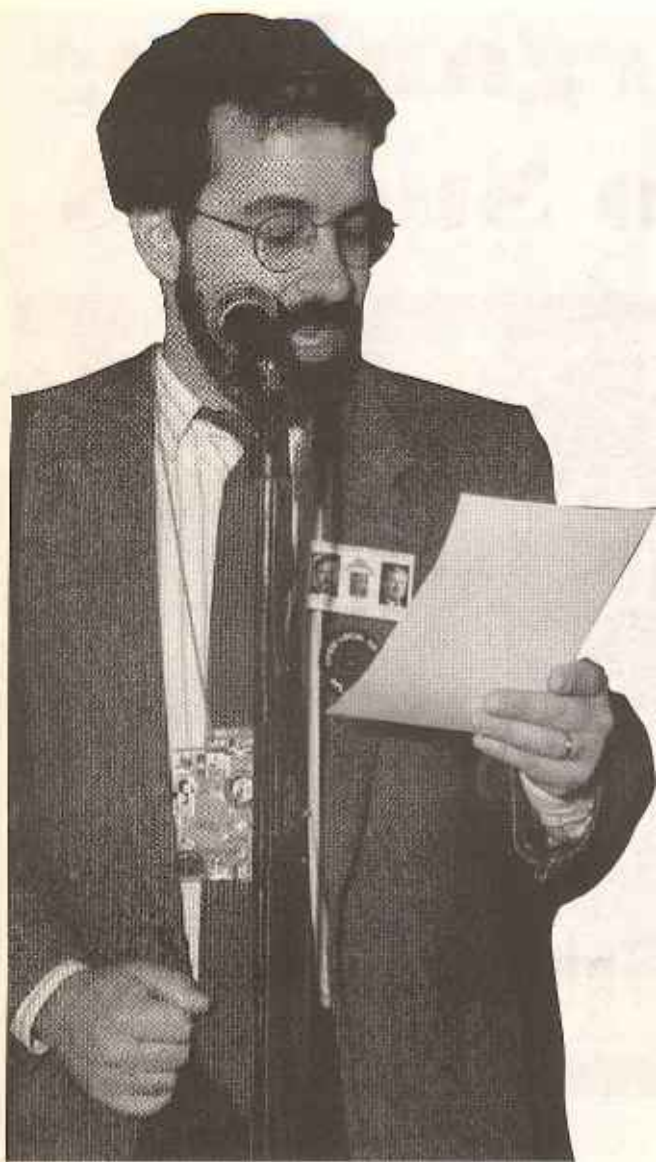
- making the Canadian Director responsible for administering the Canadian Regional Organizing Cooperative Fund; and

- raising local union dues \$1 monthly in each of the next three years and making \$10 per month the minimum dues allowable.

(Continued on page 20)



Local 2001 — Arkansas Self-Help Local — receives their charter. Peter Gregan and Ricky Williams accept the charter from Jay Porcaro, Director of Organization, and Michael Goodwin, International President.



Delegates Speak on the Issues



Policies Set for Union's Future

Delegates debated the union's position on many issues — in committees and on the convention floor. Ultimately, after long discussions, even arguments, revision and amendments, they crafted policies and resolutions which will guide the union over the next three years. Just a few of those progressive policies and resolutions, in summarized form, follow:

Affirmative Action

To endorse the concept of affirmative action as vital to the preservation of the gains of organized labor, as well as advancing equality of opportunity for African Americans, Latinos, Asians, Native Americans, women and others suffering discrimination.

OPEIU reaffirmed strong support for affirmative action and pledged to press for legislation to protect affirmative action programs under serious challenge as a result of the Adarand decision and to fully restore civil rights and affirmative action provisions that have been eroded by the courts.

Delegates pledged the union to continue pressing for the addition and strengthening of affirmative action language in all of our union contracts, with the objective to include, but not be limited to, the use of a goals and timetables program.

Labor Law Reform

To reform U.S. labor law to guarantee:

- 1) all workers the right to organize into unions and to bargain collectively,
- 2) union certification with majority card check,
- 3) the right to go to binding arbitration on a first contract after certification,
- 4) the repeal of "right to work" laws,
- 5) the right to organize and engage in sympathy strikes and secondary boycotts,
- 6) employers be prohibited from any involvement in a worker's decision whether or not to join a union,
- 7) meaningful employer penalties for violation of labor laws,

8) the continued prohibition of company unions and employer domination of unions in the NLRA (see also the policy statement "The Teamwork for Employees Act").

OPEIU pledged itself and its local unions to work to repeal and abolish any existing legislation which interferes with our ability to achieve these goals.

U.S. Welfare Reform

To oppose the "Contract With America's" welfare reform. Instead we will fight for welfare reform that is part of a broader anti-poverty program which must include:

- economic security for all children,
- basic skills training for those who need it,
- economic policies to spur the creation of good, well-paying jobs,
- an increase in the minimum wage, further improvements in the Earned Income Tax Credit, and better unemployment insurance protection,
- comprehensive national health care, and
- improved access to high quality child care.

Teamwork for Employees and Managers Act of 1995

Recognizing that passage of the Teamwork for Employees and Managers Act would legalize employer creation and support of company unions in order to bust unions and deny workers their right to representation, delegates voted to oppose passage of the "TEAM Act," introduced as H.R. 743 and S. 295. Delegates pledged the union to lobby our Congressional Representatives and Senators, and to educate our members to write or call their legislators to express opposition to the Act.

Balanced Budget Amendment

Noting that the Republicans plan to cut \$1.3 trillion from the U.S. federal budget, without offering any details on where they plan to make such cuts (although they are looking greedily at Social Security and Medicare) and with no consideration of the impact on American citizens, OPEIU dele-

(Continued on page 21)

Celebrating a life: Roméo Corbeil



At Local 57's 35th Anniversary, Roméo (second-from-the-right) celebrates with Francine Plante, Claude Lamothe and Jacques Leboeuf in Montreal.



Roméo Corbeil attends a 1959 Canadian Conference with International Director of Organization Henderson B. Douglas (now deceased).



The very young Gilles Beauregard (now International Secretary-Treasurer) with Roméo Corbeil.



Roméo Corbeil and Yvon Rivard in bank negotiations.

(Continued from page 3)

Ron Tuckwood — that Canadians have consistently played a major role in the International Union. The OPEIU Canadian membership has maintained its autonomy and identity, but also has participated in and contributed to a sense of solidarity with its United States counterpart. Together U.S. and Canadian members have directed the growth and progress of the union.

Late International President John Kelly was correct that Roméo Corbeil was a visionary. The problems and solutions of which he spoke are as relevant today as they were in 1986. The loss of that vision for our union and the labor movement is a tragedy. Out of our deep respect and love for this great labor leader and friend of working people, it is our responsibility to take the lessons he taught us and use them to strengthen and enlarge our union. It is the best memorial we can raise to him.



At a dinner honoring International President John Kelly, Roméo Corbeil sits at the dais with then Vice President (now President) Michael Goodwin.

President Outlines Organizing Goals and the Path to Success



The theme of the 20th Triennial Convention was *Organizing: Investing in Our Future*. International President Michael Goodwin pressed that theme and the critical need for organizing more members — for the sake of the members, the union and the country.

After speaking at length about the regressive policies imposed upon the American and Canadian citizens, the attacks on the workers and labor movements of both nations, he said:

“... In the U.S. the labor movement represents 14% of the eligible workforce, compared with close to 40% in Canada. This difference shows up in many provinces in Canada where labor laws are clearly more progressive than many of the states. This broader protection is also evidenced on another level.

“There's no question that as union membership increases as a percentage of the workforce, the effectiveness of unions on the job and in the political process also increases. I cannot overemphasize the need for us to make sure that our voices are heard in Washington, Ottawa, state capitols and provincial governments.

“To assist us in this objective, we are recommending to this convention, a new and innovative organizing program to be known as ‘The ROC’ (regional organizing cooperative), to insure that we do our part to build the OPEIU into a larger and stronger union. All of us will be asked to participate in the ROC, to be established in each region.”

Important features for making the ROC successful, he outlined as the following:

- sufficient resources, which include a \$1.5 million transfer of money from the Strike and Defense Fund and

the General Fund to a specifically designated new ROC fund;

- full-time ROC organizers whose sole job will be to bring new members into participating ROC locals;

- an army of volunteer rank-and-file organizers;

- an increased organizing incentive, “where recognition or certification is obtained”.

“... if you look at the side walls of this hall, you'll see lists of organizing successes over the last three years. If you add up the numbers, you'll find that the International and local unions combined have organized over 13,000 workers. Yet, our union has grown only slightly.

“The rapid advance of technology, plant closings and circumstances beyond our control give truth to the old adage ‘You have to organize to keep even.’ Well, we're not only going to keep even; we're going to move dramatically ahead.”

He gave credit to new Director of Organization Jay Porcaro for much of the organizing success. And he cited numerous other successfully concluded and on-going campaigns:

- the 1,110 Dade County, Florida government supervisors, organized by Ed Darcy, Vince Menditto, Ron Hutson and Ed Darcy, Jr.;

- the 365 employees of Mount Clemens Hospital in Michigan, organized by Robert Garvin, on leave from Local 494's Solidarity House unit;

- an ongoing campaign conducted by Northwest Locals 8, 11 and 23 for 3,000 home health care workers, under the direction of Cindy Schu;

- two new locals in Alabama of law

enforcement officers, organized by Howard Turberville;

- a new Arkansas local seeking to organize thousands of state public employees under the leadership of Peter Gregan and Charles Williams;

- new groups of nontraditional employees, like hypnotists, chiropractors, acupuncturists and expressive arts therapists.

Goodwin welcomed David Gay and Alan Morrison representing the 900 employees at the Massachusetts Institute of Tech-

nology, who are exploring affiliation with our union.

“In Canada, 2,700 employees were organized by Locals 57 and 378, the Central Ontario Council and Locals 15 and 521.”

He noted several individuals who will be honored for their organizing achievements later in the convention:

- Vice President Janice Best;
- Vice President Patrick Tully; and
- International Representatives Jeff

Rusich and Donna Shaffer.

To assist in organizing workers and better representing members, Goodwin stressed the need for education and said that to make attending regional education conferences more affordable, “we will increase the allowance from \$300 to \$400 for all attending locals.”

Also, “our strike and defense fund remains strong,” he said, and the executive board will recommend increasing strike benefits from \$170 to \$200 per week, at no additional cost for the local unions.

In order to achieve the goals we've set out here, he noted, we have to have the resources. The per cap increase passed at the last convention, he pointed out, was insufficient to keep pace with inflation and the General Treasury fell by more than \$4 million.

He thanked Secretary-Treasurer Gilles Beauregard and Canadian Director Michel Lajeunesse, as well as all International officers and staff, for invaluable support.

“With our limited resources, we have made remarkable progress over the last three years. This union has the talent and potential to become bigger and stronger than ever...”

“President Kennedy in his inaugural address in 1961 said, ‘Ask what you can do for your country.’ Our members are asking what they can do for the union. Let's tap into that strength and carry out the mission we were chartered to do 50 years ago: bring the benefits of collective bargaining and an improved quality of life to our society...”

“My friends, the best years of the OPEIU are not behind us. The best years are yet to come,” he concluded to thunderous applause.



“The best years are yet to come.”

Hommage à Roméo Corbeil

syndicaliste et ami

Je revois mon ami Roméo, il y a de cela pas tellement longtemps, marchant sur une plage des États-Unis. Il est déjà malade. Je l'accompagne et il me parle avec ferveur de son voyage syndical dans les pays de l'Afrique française au début des années 1970, puis il enchaîne sans transition sur des questions concernant notre organisation et qu'il faut régler. Les conseils alors qu'il m'adresse ont la justesse de l'expérience. Les conseils, avec Roméo, sont toujours brefs, car ils ont la qualité de se transformer tout de suite en solution évidente. Nous nous dirigeons vers un quai, à une demi-heure de l'hôtel, où nous projetons de jeter nos lignes pour pêcher un poisson qui, nous le savons, est presque inexistant à cet endroit. Nous arrivons au quai; je me souviens alors que nous avions une discussion animée sur les orientations du mouvement syndical. Nous déposons nos sacs pour nous rendre compte que nous avons tout notre attirail... sauf les lignes à pêche. Je me souviens de nos rires fous durant le retour. Nous étions reposés et contents.

Des souvenirs de Roméo... J'en ai des tas comme vous en avez tous. Roméo prenant le chemin du restaurant Sélect, angle Ste-Catherine et St-Denis, pour une soupe maison qui lui servait de repas. Méo qui nous recevait dans son bureau et nous aidait à trouver nous-mêmes les réponses aux questions que nous lui posions. Le "Godfather" qui, mine épanouie, vous faisait la "passe du petit cochon qui tousse" au jeu de poker qu'il adorait tandis que Mado, clin d'oeil en coin, lui reprenait le 20 \$ qu'elle venait de perdre.

Entre nous, nous parlions du bonhomme en parlant de Roméo. Et que ce soit le bonhomme, ou Méo, ou monsieur Corbeil, le godfather ou

Roméo, ces sobriquets avaient le ton du respect et de l'affection, le ton de l'amitié. C'était notre façon à nous de nous relier à lui, en marquant notre degré d'intimité avec cet homme que je n'hésite pas à qualifier de géant, pour ses qualités exceptionnelles et par ses engagements jamais trahis.

Car Roméo, je ne l'apprends à personne ici, était un homme d'engagement. Un homme de combat et de dignité. Il était généreux, mais capable de colère devant l'injustice. Il était bon, mais capable de sévérité devant les individus qui abusaient des travailleuses et des travailleurs. Roméo a consacré toute sa vie au mouvement syndical, à la promotion des conditions de vie des hommes et des femmes du SIEPB.

Beaucoup d'entre vous l'avez connu dans son travail d'organisateur, travail qu'il plaçait au-dessus de tous les autres. C'était par là que commençait la conquête du "bread and butter," et c'était encore et toujours par l'organisation qu'on protégeait le "bread and butter du simple monde." Combien de fois il nous a répété ce credo pour allumer chez nous l'étincelle qui réveillerait notre ardeur pour le recrutement syndical. Je l'entends encore me parler de l'organisation des employés du Gaz Métropolitain et de ceux de la Banque Laurentienne; je revois dans ses yeux toute sa fierté devant certaines réussites qui font oublier toutes les fatigues pour y parvenir. Car Roméo était infatigable. Roméo voyageait et négociait, négociait et voyageait. C'était l'époque héroïque de notre organisation. Les éreintants voyages vers les "compagnies de papier" d'où il revenait, contrat de travail en poche, avec mille vraies amitiés nouées au cours de ses expériences, amitiés qui lui faisaient nous relater ses expériences avec une infinie chaleur humaine. Nous avons encore des compagnons de cette



On his retirement Roméo holds a book prepared to honor his lifetime of achievements.

longue route: Jacques Leboeuf, Gilles Beauregard, Jacques Letendre. Marc Boulard, lui, nous a quitté voilà déjà 13 ans.

En plus d'être un travailleur infatigable, il était un leader, un chef intellectuellement doué et méthodique, secrétaire général de la section locale 57, coordonnateur et fondateur du Conseil de l'Est du Canada, directeur canadien et trésorier international; il a partout fait valoir ses qualités de chef et d'organisateur. Il a pratiquement mis au monde l'organisation au Québec. Il a travaillé et bataillé pour la reconnaissance de l'autonomie canadienne au sein de l'organisation internationale. Comme trésorier de l'OPEIU pendant trois ans, il a modernisé et informatisé les méthodes de gestion. Comme trésorier emeritus, il n'a pas cessé un seul instant de me supporter dans les fonctions qui furent les siennes. Roméo, jusqu'à la fin, jusqu'au congrès de juin dernier, n'a pas arrêté de produire des travaux qui resteront encore longtemps précieux pour le bon fonctionnement de notre syndicat. Je le revois, ces derniers temps, malade, assis dans mon bureau, et mettant la dernière main à un travail commencé chez lui.

Nous sommes nombreux à avoir de ces images et de ces souvenirs de Roméo. Ils sont différents par le temps, par l'anecdote, par la couleur, mais j'en suis sûr, ce sont tous des souvenirs impérissables, brûlants de cette chaleur d'homme qu'il avait. Quand dans l'avenir, il nous viendra de revisiter en pensée Roméo, c'est cette chaleur-là qui le gardera en nous très vivant, et pour toujours.

À sa famille, à Ginette et à Lionel, à Gaston et à Elisabeth ainsi qu'à leurs enfants, je désire vous exprimer pour nous toutes et tous notre très grande solidarité dans la peine qui vous afflige et que nous partageons. Mais aussi, je désire vous remercier de nous avoir permis de partager avec vous, toute sa vie durant, ce grand bonhomme qui est votre père et aussi un peu le nôtre.

Je sais que Roméo avait un espoir tenace, celui des jeunes, celui de voir les jeunes prendre la relève, prendre le bâton du routier et poursuivre le chemin des bâtisseurs. D'ici quelque temps, en hommage posthume à Roméo, notre organisation mettra sur pied un fonds spécial qui permettra à ces jeunes adolescents de recevoir une formation syndicale tout en profitant des loisirs d'été dans le cadre d'échanges entre les États-Unis et le Canada.

J'arrête ici, en sachant que beaucoup d'entre vous auriez témoigné mieux que moi de ce que fut pour nous cet ami. Je veux remercier sa famille de m'avoir fait l'honneur de me permettre de lui rendre cet hommage. Roméo n'était pas un homme de longs discours, ses actes et ses gestes allaient droit au but. Je veux terminer cet hommage comme il terminait si souvent ses discours en nous disant qu'il nous aimait tous et en se frappant le cœur du poing. Ce coup de poing au cœur faisait battre le nôtre d'un coup de plus tant nous le recevions tout de suite comme une vérité immédiate.

Roméo nous l'aimons.

Michel Lajeunesse
Le 5 juillet 1995



Brother Corbeil with Marc Boulard in February 1980.



Roméo Corbeil appears here with his wife Mado and International Secretary-Treasurer Gilles Beauregard at the 1986 OPEIU International Convention in Montreal. Her death preceded his by only months.

Delegates Honor Organizing Award Winners

International President Michael Goodwin said that since organizing is the lifeblood of the union, this award presentation ceremony was the most enjoyable portion of the program for him. He and Jay Porcaro, Director of Organization, presented the 1994 organizing awards to several star organizers:



Vincent Menditto, Ed Darcy, Jr., and Ron Hutson

Gold Award

Ed Darcy, OPEIU Regional Director in Florida — assisted by International Staff Ron Hutson, Vincent Menditto and Ed Darcy, Jr. — received the highest award for organizing the 1,110 Dade County professionals of Florida.

He offered additional thanks to International Representatives Bob Simmons and Don Wright for their support, as well as John Kelly (deceased International President) who brought Darcy into the union.



Ed Darcy, Sr.

Silver & Bronze Awards

Sharing the silver awards were Vice President Janice Best, who said she could not have done it without the staff and officers' support at the Central Ontario Council, and International Representative Donna Shaffer.

International Representative Jeff Rusich received the bronze award.



Donna Shaffer

Volunteer Organizing Award

Robert Garvin, a Local 494 member who took a leave from UAW Solidarity House, organized Mount Clemens Hospital with a group of nurses from that unit and received this first Volunteer Organizing Award.



Robert Garvin



Janice Best



Jeff Rusich

Doug Award

The Henderson B. Douglas Award is the union's traditional award for the individual or group organizing the most members in the preceding year. This time Vice President Pat Tully of Local 32 won for 1994. Tully and Local 32 have organized hundreds of New Jersey court employees and are seeking to represent hundreds more. Delegates came to their feet to celebrate the accomplishments of these organizers and show their appreciation for their talents and hard work.



Patrick Tully

Roméo Corbeil

Trade-unionist and Friend

(The French translation appears on page 7)

I think back to one time not too long ago when my friend Roméo and I took a walk on a beach somewhere in the United States. He was sick already. I'm with him and he tells me about the union travel he made to countries of French Africa in the early 70's then abruptly changes the subject and begins discussing issues of concern to our organization that need resolution. Roméo's counsel to me has the soundness of experience. Roméo's advice was always brief, as it had the ability to immediately transform itself into a transparent solution.

We were heading to a wharf about 30 minutes from the hotel where we knew our chances of catching fish were slim. We finally get there, we put our gear down. I remember our animated discussion about the directions of the labour movement, only to find that we had everything, save our lines. I remember our laughs on our way back. We were rested and content.

Remembrances of Roméo . . . There are so many memories I have of him as I am sure you all have: Roméo on his way to Restaurant Select, corner of Ste-Catherine and St-Denis, for a bowl of soup which his lunch consisted of; Meo who would show us in his office and listen to our problems and make us resolve them ourselves; the "Godfather" — a delighted expression on his face as he would dupe us at poker, a game that he loved playing, while his wife Mado would gain back the \$20 she had lost.

We called him "le bonhomme" when we talked of Roméo. Nicknames like "le bonhomme," Meo, or Mister Corbeil, the Godfather or Roméo were filled with respect and affection, and friendship. It was our way to link with him, by marking our closeness with this man that I do not hesitate to call a giant, for his exceptional qualities and for his unbetrayered commitments.

Everybody here knows that Roméo was a man of commitment; a fighter and a man of dignity. He was generous but capable of indignation before injustice. He was a good man, but a man capable of severity to people who abused workers. Roméo devoted his life to the labour movement, for the advancement



of the living conditions of men and women of the OPEIU.

Many of you have known Roméo while he worked as an organizer and you know that he put his work well before everything else. It was through this first step that "bread and butter" was conquered, and it was through organizing that the "bread and butter of ordinary people" were safeguarded. How many times did we hear him say the same old refrain that would rekindle our enthusiasm for union recruitment. I still can hear him talk about the campaigns at Gaz Metropolitan and the Laurentian Bank; I still can see the pride in his eyes arising from organizing successes that made all the tiredness go away. Indeed, Roméo was tireless. Roméo travelled and negotiated, negotiated and travelled. It was the glorious days of our organization. These exhausting trips to the paper mills from where he came back with a contract in his back pocket, with thousands of new true friendships formed during these experiences. Some companions of this long route are still with us: Jacques Leboeuf, Gilles Beauregard, Jacques Letendre. Marc Boulard passed away some 13 years ago.

Roméo was more than a tireless worker, he was a leader, witted and methodical. He has been Secretary General of Local 57, co-ordinator and founder of the Eastern Canada Council, Canadian Director and International Secretary-Treasurer. Invariably, his qualities as a leader and organizer

reflected. He practically gave birth to the organization in Quebec. He worked and fought for recognition of Canadian autonomy within the international organization.

During the three years he was Secretary-Treasurer of the OPEIU, he

remain, I am certain, imperishable, filled with his human warmth. When in the future we think of Roméo, it is that warmth that will keep him alive in our hearts and forever.

To his family, to Ginette and Lionel, to Gaston and Elisabeth, to



Roméo with his beloved Canadian OPEIU/SEPB family at the 1992 International Convention in Florida.

modernized and computerized the administrative methods. Then he became Secretary-Treasurer Emeritus and never stopped supporting me in an office that had been his. Up until the end, until the convention held last June, Roméo kept preparing documents that will remain important for the smooth functioning of our organization. I remember him, in the last few days, sick, sitting in my office, and putting the final touch to a work he had started at home.

There are many of us who have these kinds of images and memories of Roméo. They may vary because of time, situation or colour, but they still

their children, I would like to express our immense solidarity in the sorrow we now feel and that we share. But also, I would like to thank you for sharing him for all his life, this great man who was your father and also a little ours.

I know that Roméo had this persistent hope, he had hope in youth, he hoped that the young would take over and walk in the footsteps of the builders. Sometime soon, in memoriam of Roméo, our organization will set up a special fund that will give our teens the possibility to receive a labour-oriented education while enjoying summer activities within an exchange program between Canada and the United States.

I stop here, knowing that many among you would have better expressed what this friend has been for us. I would like to thank his family for letting me pay him this tribute. Roméo was not a man of long speeches, his actions and acts went straight to the point. I would like to conclude this tribute in his fashion when he concluded his speeches; he would tell us that he loved us all and he would put his fist on his heart. This gesture made our hearts bounce as we received it like the naked truth.

Roméo we love you.



Secretary-Treasurer Emeritus Roméo Corbeil (right) appears at his last OPEIU Convention in 1992 with Secretary-Treasurer Gilles Beauregard (left) and International President John Kelly. It was also Kelly's last convention before his death.

Michel Lajeunesse
Canadian Director

Delegates Invest in the Future:

Elect New Officers

Tooting horns, releasing balloons, singing songs, throwing "Investing in Your Future" dollars in the air, hooting and hollering, shaking hands and hugging — these were just a few of the ways delegates expressed their support for newly elected and reelected International Union officers. Others included wearing signs, buttons and straw boaters (hats); reciting poems in honor of various candidates; special video presentations; specially composed songs.

Rousing displays of support for each candidate followed moving, eloquent nominating and seconding speeches. And in all but one case, each was elected without opposition by acclamation.

The officers, elected by acclamation, to lead the International Union for the next three years, set its policy and see the policies passed by this convention are carried out, are:

- President: **Michael Goodwin**
- Secretary-Treasurer: **Gilles Beauregard**
- Canadian Director: **Michel Lajeunesse**
- Vice Presidents:
 - Region I: **Michel Lajeunesse**
 - Region II: **Patrick Tully**
Richard Lanigan
Walter Allen
Gerald Skrzeczkowski
 - Region III: **Thomas Babb**
 - Region IV: **J.B. Moss**
 - Region V: **Kathleen Kinnick**
Clayton Joe Beaver
 - Region VI: **Gary Kirkland**
 - Region VII: **Carolyn Combs**
Michael Walker
 - Region VIII: **Ron Tuckwood**
 - Region IX: **Dave Miller**

See profiles here of the three new International Union Vice Presidents Walter Allen, Joe Beaver and Gerald Skrzeczkowski.

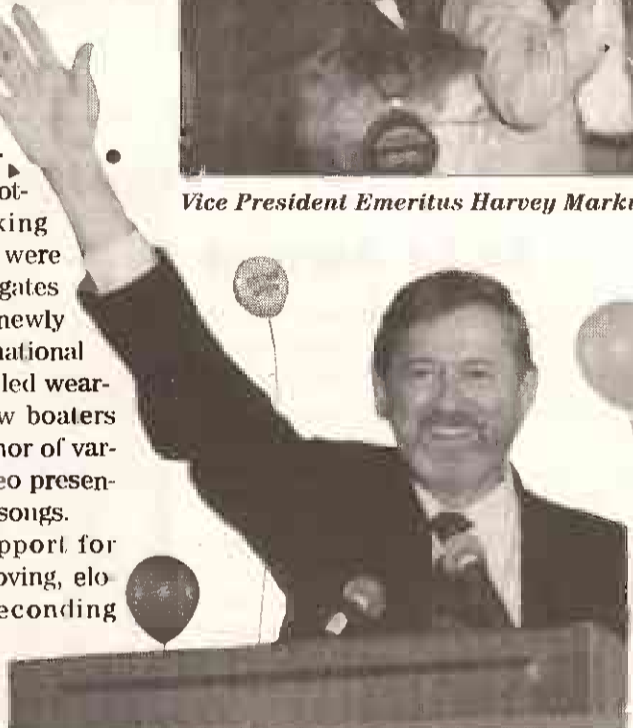
All others were reelected for new terms of office.

Region X Election

Delegates nominated and seconded two candidates for office in Region X. In the subsequent election, delegates then overwhelmingly reelected Janice Best over her challenger Don Talarico on Thursday, June 22, 1995.



Vice President Emeritus Harvey Markusen swears in the newly elected OPEIU International Executive board.



International President Michael Goodwin waves to delegates following his unanimous election



Elected unanimously: Secretary-Treasurer Gilles Beauregard, Canadian Director Michel Lajeunesse and President Michael Goodwin.



Michel Lajeunesse nominates Michael Goodwin for President.



Meet
the
New
Vice
Presidents



**Gerald Skrzeczkowski
Region II**

Gerry "Ski" was born and grew up in Buffalo, New York. He has been exposed to the labor movement all of his life since his father was a charter member and officer in a Steelworkers local.

He began his career with OPEIU as a steward at Worthington Corp. where he worked as a tool engineer. At Worthington he served as a grievance committeeman and chairperson of the grievance committee, as well as negotiations committee. During the mid-70s, he was elected President of OPEIU Local 212, and in 1976 he began his career as business representative, a position he still holds today. Also in 1976 he graduated from the Cornell University Labor Studies Program.

Ski is very active in the Western New York labor community, serving on the executive committee of the central labor body and a charter member of the newly established Workers' Rights Board.

At the 19th Triennial OPEIU Convention, the union honored him with the Outstanding Achievement Award. Also the Buffalo AFL-CIO presented him with the very prestigious Labor Leadership Award.

He and his wife Priscilla have three daughters: Celeste, Jennifer and Gwen.



**Walter Allen
Region II**

Walter Allen served for many years as business representative in Boston's Local 6 under his mentor Vice President James Mahoney. When Mahoney retired, Allen was advanced to the position of Local 6 Business Manager.

He is very active in raising money for the union's political action fund Voice of the Electorate and heads that committee.

He received his bachelor of science degree from the University of Massachusetts and Masters of Business Administration from LaSalle University.

Today he also holds positions as Vice President, Executive Council of the Massachusetts AFL-CIO; President of the Greater Brockton Central Labor Council; delegate to the Greater Boston Central Labor Council; board member of the Old Colony United Way of Massachusetts, the University of Massachusetts Labor Education Center, Blue Cross and Blue Shield of Massachusetts, and the Boston Labor Guild.

Allen and his wife Jean, a public school teacher, have a 13-year-old son Walter "Bud."



**Clayton Joe Beaver
Region V**

Clayton (Joe) Beaver began his career in the labor movement in 1960 as a carpenter working out of Local 1506 in Los Angeles. He subsequently attended the University of Notre Dame and upon graduation served as an artillery officer in the U.S. Marine Corps.

When he returned from Viet Nam, he attended Loyola Law School in Los Angeles, serving as executive editor of the Loyola Law Review. As an attorney he served on the editorial boards of the Los Angeles Bar Journal and The Los Angeles Lawyer. Beaver also served as an adjunct professor of law and has a life credential with the California Community Colleges.

Beaver first came to OPEIU almost 10 years ago as counsel for Local 30 and associate counsel for the International Union. He subsequently served as business representative and succeeded Gwen Newton, Vice President Emeritus, as Secretary/Treasurer/Business Manager of Local 30 in May 1993.

Beaver also serves as vice president of the Orange County Central Labor Council and as recording secretary of the Coalition of Kaiser Unions.

Delegates dress as the various occupations of OPEIU members.



More celebrations . . .

