



WHITE COLLAR

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

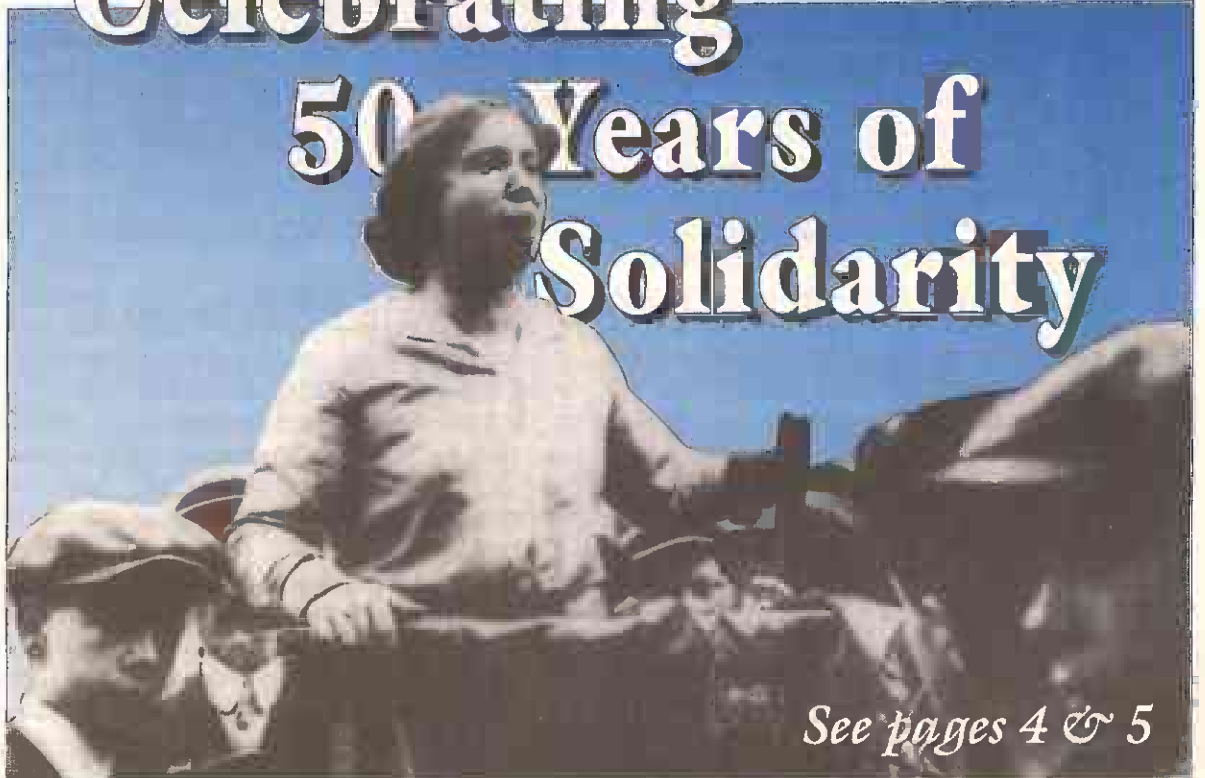
No. 454

1995 — Issue 1

50th ANNIVERSARY

**AFL-CIO
CLC**

Celebrating 50 Years of Solidarity



See pages 4 & 5

Montreal's Local 57 Seeks Help for Measurex Members

SEPB Local 57 members working at Measurex have been locked out by their U.S. employer throughout the Province of Quebec, since June 29, 1994. The technicians remain determined to win wage parity with the rest of the pulp and paper industry.

At the employer's request, a first conciliation meeting was held September 16, followed by two other sessions October 27-28, 1994. However, many issues remain unresolved at this time. The mandate of the bargaining committee is clear: the employer will have to pay if he wants to settle the dispute. The locked-out workers show courage in this battle as they continue to picket at work-sites throughout the Province.

Local 57 is asking for your support of our brothers and sisters in this struggle by sending contributions for these workers who dare to stand up and be counted — in the face of a bad economic climate. Local 57 thanks you in advance on the members' behalf.

Send donations to: SEPB Local 57, 1265 Berri Street, Suite 630, Montreal, Quebec, H2L 4C6 Canada.

Successes Build in Health Care and Public Sector Areas

Director of Organization Jay Porcaro announced that workers throughout the country were seeking union representation and that OPEIU has successfully won a number of recent election victories

— most notably in the health care and public sector areas. Many more organizing campaigns are underway — in the Midwest, on the West Coast, in the South, in the Northeast.

Professional, technical and clerical

workers have approached the union in record numbers, Porcaro said. Many are convinced that they need a union to protect their professions legislatively, provide additional benefits that were unavailable, give them bargaining or organizing expertise and establish training programs — in addition to providing job security and better wages and benefits.

Following are the recent successes, with many more on the way:

The National Union of Chiropractic Physicians (NUCP) is our newly chartered Local 64, headquartered in New York City which represents chiropractic physicians throughout the country. Through affiliation with OPEIU, NUCP will obtain legislative and lobbying expertise with which to represent our members in the politi-

(Continued on page 8)

Locals Launch Statewide Home Health Care Campaign



Victorious Local 8 home care members in Aberdeen, Washington, celebrate.

Seattle's Local 8, Portland's Local 11, and Tacoma's Local 23 are jointly working on a statewide organizing campaign for "in home" health care workers throughout Washington State, announced International Vice President Gary Kirkland. Since

August, he said, the locals have hand-billed across the state.

The primary issues for home care aides are unpaid time spent on the job, health care benefits, paid vacation time, sick pay, low wages and (Continued on page 2)

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Local Unions in the News

Home Care Campaign

(Continued from page 1)

fair treatment.

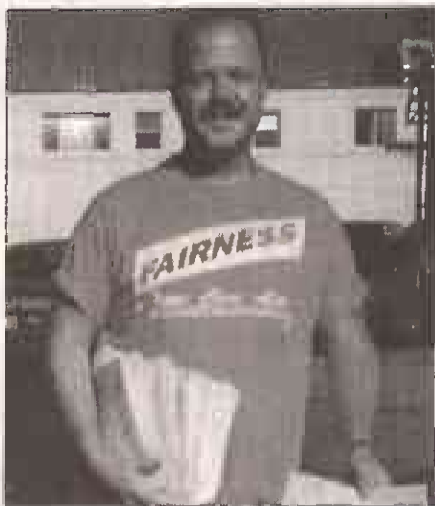
The union has filed a complaint with the Department of Labor on behalf of these workers. They are not currently being paid for time spent filling out reports, traveling to work sites or meeting with their supervisors.

In 1989 OPEIU Local 8 won the fight to get a special \$2.8 million a year Medical Benefit Enhancement Fund in the state budget. This fund has enabled thousands of home care aides to receive health care benefits. Since then Local 8 has worked in cooperation with several home care agencies to lobby the state legislature for better home care funding.

OPEIU is mounting a strong battle to organize these workers and to provide "Fairness for Home Care Aides." The union already has two victories to its credit:

Local 8, Seattle Wins Big for Home Care

On December 21, 1994, nearly 100 workers at the Coastal Community Action Program (CCAP) in Aberdeen, Washington voted overwhelmingly to join Local 8 in a NLRB conducted election. With 78 workers eligible to vote at the time of the election, the count was 49 to 15 in favor of representation, announced



Organizer Jeff Edmiston handbills in Longview for Local 11.

Local 8 Organizer Cindy Schu.

The challenges of an anti-union employer campaign, no centralized workplace, little worker contact and a high turnover rate were overcome, she said, by workers determined to have a union. Why were the CCAP workers able to overcome the obstacles?

Key to the campaign was a very strong and active organizing committee. It met weekly to plan building the union in the workplace. With the guidance of International Organizer Donna Shaffer and Schu, the committee took courageous steps to spread the union message. They

leafleted and spoke out at employer-held "captive audience" meetings, wrote letters to management and the board of directors, and systematically house-called and phoned co-workers to build support. The committee's willingness to be visible union activists alleviated the fears of the other workers.

Schu explained that fairness was the main motivator to organize. "The workers, 99 percent of whom are women, perform the essential personal care tasks that enable frail elderly and disabled people to remain in their homes and out of costly institutions. For this valuable contribution to society they receive only \$5.40 an hour and have no medical benefits, sick leave, vacation or holidays. Labor law violations and health and safety risks are all too common. And with the changing nature of health care, the work is becoming increasingly difficult," she said.

Also critical to the campaign's success was tapping community support. Since the early 1970s, the non-profit CCAP has provided critical social services to a timber community economically distressed by unemployment and industry closures. The board of directors consists of labor and political leaders with strong ties to that community. When the agency began using valuable resources to hire a well-known union-busting attorney, the labor leaders rallied be-

hind the workers and their struggle for economic justice. "While the community campaign didn't altogether curb the union busting, it did help to temper the agency's anti-union position," Schu said.

This is Local 8's third organizing victory for homecare workers in the last five years. The benefits these workers received from unionizing were passed on to CCAP's workers. Several Local 8 homecare members — Lucinda Clark, Colleen Stern, Karen Arnel and Robin McCumber — came to committee meetings and wrote testimonials to share their enthusiasm for the union with workers at CCAP.

The next phase, Schu said, will be to win that first union contract. On January 24, members were to meet to begin the process. With the foundation for a strong bargaining support committee in place, these homecare workers will surely gain the justice they deserve.

Local 11, Portland Schedules Election

Local 11 has filed for a representation election at the Lower Columbia Community Action Council for 60 employees and is continuing their campaign in Eastern Washington with a group of 650 employees of National Home Care Service. We hope to report a stunning victory in these campaigns in the next issue of White Collar.

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1993 Canada CPI	129.6	130.0	129.9	129.9	130.1	130.2	130.5	130.8	130.9	130.9	131.5	131.3
% Change from Prior Month	0.4	0.3	-0.1	0.0	0.1	0.1	0.2	0.1	0.1	0.2	0.5	-0.2
% Change from Year Earlier	2.0	2.3	1.9	1.8	1.8	1.6	1.6	0.2	0.2	1.9	1.9	1.7
1994 Canada CPI	131.3	130.3	130.1	130.2	129.9	130.2	130.7	130.6	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
1993 U.S. CPI-W	117.8	119.2	120.4	121.6	122.6	123.1	123.2	124.2	124.9	126.7	127.1	126.8
** 140.3	140.7	141.1	141.8	141.9	142.0	142.1	142.4	142.6	143.3	143.4	143.3	
% Change from Prior Month	0.4	0.3	0.3	0.4	0.2	0.1	0.1	0.2	0.1	0.5	0.1	-0.1
% Change from Year Earlier	3.2	3.2	3.0	3.1	3.1	2.8	2.7	2.6	2.5	2.7	2.6	2.5
1994 U.S. CPI-W	127.7	128.8	130.2	130.9	131.7	133.2	134.3	135.4	137.5	137.8	138.6	138.6
** 143.6	144.0	144.4	144.7	144.8	145.4	145.6	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

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

Becky Turner Becomes First Female Business Rep at Lockheed Ft. Worth

Becky L. Turner became business representative for Local 277 in Fort Worth, Texas, on January 2, 1995. Turner, according to International Vice President J.B. Moss, is now on leave of absence from Lockheed Fort Worth Company (formerly General Dynamics).

Local 277 has represented employees at the Lockheed plant, which manufactures the F-16 fighter plane, since the 1940s. Turner is the first female business representative at any of the plant's unions, said Moss.

Turner is a graduate of the University of Texas with a degree in Government. She has been a member of OPEIU Local 277 since 1978 and has served the members as steward, chief steward, Step III grievance committee person, vice president and been a member of several negotiating teams.

In addition to Lockheed, Local 277 represents employees at American Income Life Insurance Company and elsewhere.



Becky Turner appears here at the 1994 Southwest/Southeast Education Conference, held in San Antonio, Texas.

Doctors Clinic Organizes Under Local 23 Banner in Washington State

The 102 lab assistants, x-ray assistants and clerical workers at Doctors Clinic successfully won their fight to be represented by OPEIU Local 23 in Tacoma, Washington.

Doctors Clinic is a medical provider with five facilities throughout Kitsap County in Washington State.

Issues in the campaign, said International Business Representative Jeff Rusich, included job security, a five-year wage cap, desire for a grievance procedure, seniority rights and wages.

Rusich, who with Local 23 Business Representative Marcia Peterson, led the campaign, said the in-house organizing committee played a pivotal role. "This committee, composed of employees from the many classifications, not only were very active but also were not intimidated by management's anti-union tactics," Rusich said. Those tactics included videos opposing the union, captive audience meetings, anti-union literature, etc.

Community labor support was strong. Because of that support and a strong committee, Rusich feels confident that an excellent contract will be negotiated and eventually the other workers at Doctors Clinic — professionals and technicals — will seek representation. We look forward to reporting that success.

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

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PRINTED IN U.S.A.

WHITE COLLAR (ISSN 0043-4876) 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.

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Subscription Price \$1 a Year

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Celebrating 50 Years of Solidarity

The Early Years . . .

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1936 First clerical federal charter issued by AFL to a local union: Stenographers, Typists, Bookkeepers and Assistants, Federal Labor Union No. 11587 (became OPEIU Local 1, Indianapolis)

1933 Roosevelt's New Deal passed the National Recovery Act which gave employees the right to organize and bargain collectively, but it was later declared unconstitutional

Office Employees, Federal Labor Union No. 11773, in St. Louis for the first time sent out a call for a national union
Castens Packing organized in Tacoma, WA under George Firth; in 1936 it was finally chartered as Federal Union No. 20360 (later to become OPEIU Local 23)

1935 The Wagner Act passed which made collective bargaining part of national labor policy; it was declared constitutional in 1937

1936 The first resolution calling for an international union of office workers was presented at the AFL convention in Tampa (referred to the Executive Council), introduced by Mollie Levitas from Chicago.

1937 In June of that year a new federal charter was issued for Federal Labor Union No. 20940 in New York City. One of its founding members was Howard Coughlin, then working for IBEW Local 3. Many other locals were chartered that year, including those that became Local 29 in Oakland, and Local 30 in Los Angeles. But chapters were also lifted from locals in New York and Chicago that joined the CIO. A new charter was given to Chicago's Federal Local 20732, later to become OPEIU Local 28.

The AFL at its convention in Denver created the American Federation of Office Employees, International Council — a paper organization — to maintain a loose liaison with the newly chartered locals

On December 11, George Firth, Harry Beach and others formed the Pacific Northwest Conference of Office Employees, which eventually would develop into an international council

1938 Howard Coughlin was elected president of the New York local union (Federal Union 20940)

1939 On April 2 the West Coast locals met and formed the Pacific Conference of Office Workers

On June 25 Harry Beach drowned in a boating accident and J. Howard Hicks succeeded to the leadership of the Portland local

1940 An organizing campaign began for clericals at the Tennessee Valley Authority (TVA). Henderson B. Douglas, then with the Washington local and working on the AFL staff, was sent there to help.



Union organizer Rose Schneiderman addresses a street corner crowd in New York City. Behind her is the banner of one of the first clerical locals — Federal Union 12646.



Delegates to the founding convention, January 1945, Cincinnati, Ohio.

1945 On January 8, 1945, AFL President William Green issues charter to Office Employees International Union, which begins with 22,000 members, at a convention in Cincinnati, Ohio. Ninety delegates attended from 54 local unions. Original dues were minimally \$1.00 with 45 cents in per capita payments; conventions were annual; and officers held two-year terms of office. Paul Hutchings became the first president and Howard Hicks the secretary-treasurer.

1942 A new federal charter was issued on January 28 to the American Federation of Trade Union Office Employees, Federal Union No. 23076, which split off from Local 20940 and was to be a union of "trade union employees." This new local union would become OPEIU Local 153 and the largest of the union's locals.

Forty-six locals convened in Chicago to establish a formal international council, the first step towards an international union. AFL Secretary-Treasurer George Meany convened the conference and AFL President William Green addressed it. "The International Council of Office Employee Unions" established a constitution and by-law and elected Howard Hicks its President and Paul Hutchings its Secretary-Treasurer.

1943 Toledo Edison Co. signs a first contract with Local 19 (headed by Robert Daugherty)

The International Council opened its first office headquartered at 827 Fourteenth St., NW, Washington, DC. The first issue of The Office Worker appears March 1943 with a lead story on an organizing victory in the Seattle shipyards.

Major organizing successes proceed in the shipyards throughout the country: led by John Kinnick in California, George Firth in Washington State, Oscar Bloodworth in Florida, among others.

At the Detroit Convention Howard Coughlin gained his first elected office as Council Vice President

1944 Hicks, Hutchings, Coughlin with Larry Nygren (Minneapolis) and Mildred Erickson (Seattle) met with the AFL Executive Council to discuss the issuance of a charter to organize office workers. Jurisdiction was the primary issue. When denied, they began a campaign through the state federations and central labor councils — where no jurisdictional problems had arisen — to gain the charter



Presentation of the International Union charter by William Green, president of the American Federation of Labor, Monday, January 8, 1945, at the founding convention in Cincinnati, Ohio. J. Howard Hicks and Paul R. Hutchings are receiving the charter. It carries the names of the 1944 officers of the International Council, who were the recipients of the charter.

The struggle continues.

Meet Your Vice President

Ron Tuckwood



Ron Tuckwood serves as International Vice President for Region XI, covering the western Canadian provinces.

Tuckwood was elected president of OTEIU Local 378 in Vancouver, British Columbia in 1990. He was elected International Vice President at the 1992 International Convention.

He had been an electrical service planner at British Columbia Hydro's Abbotsford office, spent 12 years in various elected positions in the local union. Until his election as president, he served as secretary-treasurer of Local 378.

Tuckwood dedicated himself upon his election to making constitutional changes to bring the members and officers closer. In addition, he undertook a program to educate the public in Canada on the benefits of union membership.

Local 378 represents more than 7,500 employees in the insurance industry, public utilities, transportation, colleges and the private sector.

Carolyn Combs



Carolyn Combs was born in St. Paul, Minnesota. A graduate of John Marshall High School, she attended Macalester College for one year before moving to Chicago. She graduated from Roosevelt University with a Bachelor of Arts in Psychology.

While still a student, Combs worked for Roosevelt University. When the office employees — shortly after she was hired — organized a union, she became a charter member. The union was called originally the Roosevelt College Office Employees' Union, Local 1645.

When the local affiliated with OPEIU in 1960, it became Local 391.

Combs has never been a full-time officer or business representative. That is, she has continued always to work fulltime for Roosevelt University. Yet, she has served the union members in many different capacities.

She was Local 391 secretary-treasurer for 43 years, until she was elected vice president in 1994, an office she still holds.

Combs has served on many committees for both the local union and the International as union steward, officer and International Vice President.

In 1981 she represented the union at the Federation of Office and Technical Employees (FIET) World Women's Conference in Washington, DC. FIET is a trade secretariat of unions worldwide representing white collar workers.

Vice President Combs has worked on many organizing campaigns. One that stands out in her mind is the unsuccessful attempt to organize employees at the department store Montgomery Wards when she and five others were arrested while handbilling. Another organizer, not arrested, let Combs' supervisor know her whereabouts. Rather than receiving discipline, however, the supervisor expressed his admiration for her standing up for what she believed in. Which is exactly what Carolyn Combs has done ever since.

She is married with one son and a granddaughter.

Michael Walker



In 1964 Mike Walker was the third-shift picket captain for the Papermakers, who had been on strike for 18 weeks. Walker was working a part-time job at Blue Cross during the day and running the picket line by night. Finally, he accepted a full-time position at Blue Cross since he had a brand new set of twins and other family obligations.

In 1969 he became one of the key employee organizers at the Blue Cross unit. After an 18-month organizing campaign, the employees won by just a few votes. Their first contract was negotiated and ratified in 1971. Walker became the first chief steward at Blue Cross.

In 1972 he became the business rep-

resentative for OPEIU Local 9, continuing to work with the Blue Cross unit as well as other Local 9 units. In 1973 Walker joined the International staff. Through the years he has served the locals in his region with dedication and the innovative methods that have helped them achieve better standards of living.

In January 1986 the International Executive Board elected Walker Vice President of Region VII. He is well-known throughout the International Union for developing the "There Is Another Way" program — a corporate campaign strategy for pressuring companies to settle contracts without striking.

He has waged successful corporate campaigns against the biggest and the not-so-big employers throughout the country. He is continually called in to advise local unions on corporate strategies and to provide training.

At the 1992 International Convention, Walker received a special commendation on behalf of all OPEIU members for his outstanding leadership, dedication and perseverance in the successful development and implementation of the "There Is Another Way" program.

He was one of three members who received the President's "Outstanding Achievements" award during the same convention — along with delegates Judy Burnick and Gerald Skrzeczkowski.

David Miller



Vice President for Region IX, covering Alberta, Saskatchewan and Manitoba, is David Miller. He has served in that capacity since 1992.

Miller served in the Canadian Armed Forces following graduation from Holdfast High School. He then studied at the School of Music in Esquimalt, British Columbia. He worked in various positions within Saskatchewan Government Insurance, beginning in 1973. It was there at SGI that he became an OPEIU member and began his career as a labor union activist.

The positions he has held are long and varied. At various times he has held offices of sergeant-at-arms, 1st and 2nd vice president of the provincial council. In 1993 he was elected provincial council president, a position he still holds.

Miller, too, has served on innumerable local, regional and international committees.

He has attended and taught a myriad of labor relations courses. And he has represented the union and its members at innumerable rallies, demonstrations, meetings, conferences and panels. A special area of interest has been safety and health in the workplace. Miller has dedicated himself to improving the quality of life for the members and workers, with a special focus on video display terminals and ergonomics, indoor air quality and AIDS.

His outside interests tend to the athletic: golf, slow pitch, jogging, badminton, curling, hockey and skiing. He even teaches curling for a kids club in Regina, Saskatchewan.

Janice Best



International Vice President Janice Best represents the many locals in the Province of Ontario that make up Region X.

Best has been a member of OPEIU Local 343 since she began working for the Plumbers Union local in Toronto, Ontario, in 1970. From 1974 to 1976 she continued her OPEIU membership, but as an employee of a Teamsters local union.

OPEIU recognized her many talents, enthusiasm and dedication to the members and hired her in 1976 as the first staff representative for the newly formed Central Ontario Council. The Council is a coalition of regional local unions who have united to better share resources and expertise.

Best worked for the Council, organizing and servicing, until 1986 when she became an International Representative. After working for the International for four years, she joined the staff of Local 343.

From 1986 until the present Best has served as both Region X International Vice President and Coordinator of the Central Ontario Council.

Best has represented the International Union, the Canadian membership and the Central Ontario Council on committees, panels, and the like — at all levels of the labor movement. And she has served the International Union on many committees, at conferences, workshops, training programs and conventions.

Canadian Conventions

Local 434

The last convention of Local 434 representing Laurentian Bank employees brought about many changes: a new union representation structure extending jurisdiction to the entire Province of Quebec; a new dues structure that is more equitable; and a new vitality in the financial sector wherein day-to-day union involvement is more present.

On another front: the Quebec Federation of Labour and l'Universite du Quebec a Montreal are working on a research project about unseen health menaces for Laurentian Bank tellers. They will be examining the impact of overwork, the effects of stress caused by sales objectives, work position, irregular work schedules, productivity evaluation and bank robberies.

This research will be useful to Local 434 and to other groups representing tellers. Note that tellers rank fourth among female-dominated positions in Canada.

Local 463

Gaz Metropolitan employees represented by Local 463 held their 12th convention November 5, 1994, and participation was excellent. Gaz Metropolitan is a utility company headquartered in Montreal, Quebec.

Over one-third of the membership made the one-day convention a lively event. A sketch on the issue of aging at work animated by ImproCible was especially well received by the delegates.

The members have demonstrated their satisfaction and acknowledged the work of their officers by reelecting them for a new term.

Members Unite in New Jersey to Form OPEIU Local 32-14

Uniting thousands of New Jersey workers, OPEIU Local 14 members voted to merge with Local 32.

The action led to creation of Local 32-14 — 5,000 members strong — combining both public and private sectors.

Local 14 members voted to merge after a period of instability caused by the absence of a business manager to administer numerous contracts. Because a majority of Local 14 members work for New Jersey employers, a merger with New Jersey based Local 32, led by OPEIU Vice President Patrick Tully, was a natural. Most of the membership is centered in the Ocean County, New Jersey area with members employed by the county. Many members, however, live and work in Pennsylvania as well.

Vice President Tully, also Local 32 business manager, served as trustee of Local 32 during its transitional pe-

riod. His leadership in servicing and negotiating helped pave the way for the ultimate merger. He now serves as business manager of the merged locals.

The two executive boards have been well merged, Tully said, with newly elected Local 14 board representatives sitting with the Local 32 members to direct the union. These new board members include William Campbell (Ocean County engineers); Steve LaSala (Ocean County library); Pamela Moore (Ocean County white collar clerical employees); and Wanda Williams (Philadelphia-area units).

Tully noted that the merger means a stronger OPEIU presence in both the northern and southern parts of New Jersey. He added that the merger took place with no disruption for members of either local union and, in fact, has resulted in improved service for all Local 32-14 members.

Local 57 Fights to Win Back Jobs at CCQ

Ninety-three Local 57 members, who work at the Commission de la Construction du Quebec (a government agency that regulates all conditions of employment for the legal construction work performed in the Province of Quebec) have been laid off as a result of the deregulation of the industry. Local 57 represents more than 700 workers at the CCQ. OPEIU Canadian Director Michel Lajeunesse reports that the union has tried to reach an agreement with the employer to save those jobs without success. Local 57, therefore, is pursuing an arbitration case on the layoffs.

The newly elected provincial government, Lajeunesse, says has announced the ban of Bill 142 (Chapter 61), which would prevent a long judicial battle to win back the jobs.

He says that the members at CCQ have been hard hit these past two years with many concessionary demands from the employer. "Now after giving back so much, they are asked to give up their jobs as well. We will fight this inhumane action," Lajeunesse promised.

Local 459 Ends Strike and Wins Contract at Wolverine Red Cross

After a three-week strike, Local 459 gained a new contract for the blood collection workers of the Wolverine Regional American Red Cross, said Local 459 President Joe Marutiak. These members work out of Alpena, Flint and Petoskey, Michigan. Their contract expired in April 1994, but they kept working while negotiations progressed. When the bargainers reached an impasse, employees went on strike August 15.

Wages, Marutiak said, were the biggest issue. "These employees are paid significantly less than their counterparts at the Great Lakes Red Cross. (The Great Lakes employees have been unionized for many years. The Wolverine employees only recently organized.) The Wolverine Red Cross has had a hard time recruiting and retaining employees due to the low wages. In spite of this, management only offered a 2.8% increase the first year and wage reopens the second and third years," he said.

The strikers had one, firm goal: They needed a \$.52 per hour increase the first year and set wage increases the second and third years. This goal was so important that not one union employee crossed the



Joe Marutiak, president of Local 459 in Lansing, Michigan.

picket line. The Red Cross used supervisors to run some programs, but ended up having to buy blood from other regions for most of its supply. (Because of the ability to buy blood, the strike does not deprive the community of needed blood supplies.)

When bargaining resumed, a tentative agreement was reached whereby wages were increased by \$.52 hourly the first year, 3% the second, and 3% the third. The agreement was ratified by 73% of the members voting.

The union's bargaining team was Jean Hunter, Woodie Roberson and Linda Taylor. Chuck Wynns, former Local 459 service representative, assisted.

Wage Gains Won by Local 39 Members at CUNA Mutual

CUNA Mutual employees represented by OPEIU Local 39 ratified a three-year contract on November 3, said Local 39 Business Manager John Peterson. CUNA Mutual is a wholly owned member credit union in Madison, Wisconsin.

The new agreement provides a 4% across-the-board increase each year. In addition, there will be a \$400 bonus paid in March, 1995. Beginning in 1995, there will be a new employee incentive plan that will pay out a zero to five percent bonus depending on the company's financial performance. The settlement is retroactive to March 31, 1994.

The new agreement requires em-

ployee premium payments toward health and dental insurance effective January 1, 1996. Employees have not contributed to premiums since 1971, Peterson said. Under the terms of the new contract, they will contribute \$5, \$10 or \$15 per month for single, double or family health plans respectively. Dental will be \$2, \$4 or \$6 monthly. A flex-benefit plan was negotiated that will install a cafeteria-style benefit plan for insurance, effective May 1, 1995.

Before reaching this agreement, CUNA Mutual employees had rejected the company's "best offer" by a vote of 1,467 to 129. This "best offer" had lower across-the-board in-



John Peterson

creases and higher insurance premiums, according to Peterson.

Solidarity was the key to the union's success. During negotiations, members expressed their dissatisfaction by picketing, developing an internal communications network called the "VINE", displaying balloons, and wearing buttons.

Now that negotiations have concluded, the union members will be working to meet new challenges. CUNA Mutual is exploring restructuring and beginning the process of re-engineering the way it conducts business.

Peterson said that "Local 39 members at CUNA Mutual want to thank everyone who gave support throughout these difficult negotiations."

"If you are not yet a member of a credit union, please join. Credit unions are still member-owned and focused on people, not profit," Peterson advised.



Organize For Your Own Protection

by Michael Goodwin, International President

The organizing success of the union in 1994 was outstanding. Over 3,000 new members in the U.S. and Canada were added to the OPEIU. Crisscrossing North America from Florida to British Columbia, from California to Montreal, organizing activity was everywhere. Health care workers, public employees, hypnotists and chiropractors all looked to the OPEIU for help. To paraphrase the words of Mark Twain, "The report of the death of the labor movement is an exaggeration." Certainly not in OPEIU, which is alive and well, ready to take on all challenges.

Some may have difficulty understanding the paradox of our success against the anti-union climate in which we operate. Not all of us, however, have that paradoxical problem.

Employers have taken great comfort in the recent political developments in the U.S. and Canada. They believe that labor's power has been diminished to the point where they are free to return to their old tricks without fear of government intervention.

With this sense of immunity, employers have again been "acting up" in numbers that have not been seen in recent years. Cutting benefits, increasing work hours, and discharging workers at will are among the most blatant violations of workers' rights.

The response has been to seek the help of the union, an advocate and ally of workers. The increased pressure the employers are putting on workers will only lead to more and more workers seeking collective bargaining and the

protections of a collective agreement.

The opportunity for the OPEIU to help workers achieve improved wages, working conditions and job security has never been greater. I believe that our organizing success in 1995 will surpass 1994 in large numbers. Much of our increased organizing activity is the result of moving organizing to the top of the agenda.

We are fortunate to have Jay Porcaro as our Director of Organization, who

8), Jeff Edminston (Local 11), Pat Tully (Local 32), Marcia Petersen (Local 23), Judy Klauss and Meg Dulz (Local 40), Walter Allen (Local 6), John Heffernan and Adam Kelly (Local 153), Velna Scott-Davis (Local 30), Joe Marutiak (Local 459), Bob Flemming (Local 512) and Local 494 member Bob Garvin are all out there organizing along with numerous other local union staff. In all, 35 units were organized averaging 90 members per unit in 1994.

Act legislation would allow management to create employee organizations, write their by-laws and hand-pick worker delegates to address issues of wages and working conditions. In other words, company unions.

There is also talk in the U.S. Congress of eliminating overtime after 40 hours. There are those who want to change the law to allow employers to pay overtime only after 80 hours in a two-week period. This would mean that an employee could be required to work 50 hours one week and 30 hours the other with no overtime compensation. The original concept of overtime was to penalize an employer economically for forcing workers to work more than a set number of hours per week, now 40 hours. The labor movement fought for and won passage of the Fair Labor Standards Act in the U.S. and similar legislation in Canada. You can imagine what will happen if this proposal becomes law.

Although the talk is now only in the U.S., our Canadian brothers and sisters should also be concerned because history has proven that whatever happens on one of the border eventually finds its way to the other side.

The only real answer to these problems is to organize in large numbers and participate effectively in the political process.

"What do we have to fear if we don't organize?"

has been doing an excellent job in getting our message out. The staff has responded with stepped-up activity and success. Dale Badoud, Donna Shaffer, Jeff Rusich, Jim Noone, Ron Hutson and Bob Simmons were fully involved in key organizing drives with support from the remainder of the staff. Our Regional Director in Florida, Ed Darcy, has achieved great success with public employees, and attorney Don Slesnick has been helpful in promoting the OPEIU in Florida. Secretary-Treasurer Gilles Beauregard assisted organizing public employees, hypnotists and numerous other professional groups.

Canadian Director Michel Lajuenesse reports many organizing success stories throughout Canada similar to those in the U.S. Local union representatives such as Cindy Schu (Local

What do we have to fear if we don't organize? For one thing, free trade unions in the United States are in jeopardy if a bill currently before the Congress passes. The so-called "Team Act" has been introduced by 21 representatives and senators as H.R. 743 and S. 295. This legislation would overturn one of the most important decisions ever handed down by the National Labor Relations Board. The decision, known as the Electromotion Case, reaffirmed the ban on company unions contained in Section 8 (a) 2 of the National Labor Relations Act. The Team

Successes Build

(Continued from page 1)

cal arena. This group fits well into the OPEIU family of health care professions, said Director of Organization Jay Porcaro, and "we look forward to a mutually rewarding relationship."

The National Federation of Acupuncture, Local 545, was chartered to represent professional acupuncture practitioners throughout the United States. NFA is in a struggle to preserve and protect its profession legislatively. As a viable alternative treatment, acupuncture was established as a vital component of the health care industry. Acupuncture contributes to the general well-being and health of many, many clients.

OPEIU recently chartered the General Association of Miramar Employees, Local 101, as a public sector union representing employees working for the City of Miramar, Florida.

Official Court Reporters voted to affiliate with Local 32 in New Jersey. This unit of about 150 professional court reporters has selected OPEIU to become its exclusive bargaining representative. Vice President Pat Tully reported the merger after successful

discussions with the association membership resulted in an affiliation vote. (See related story on page 7.)

An independent union of registered nurses voted to join OPEIU and has been chartered as Local 40. The bargaining unit is composed of 365 nurses employed at Mt. Clemens Hospital, Michigan. OPEIU International Representative Bob Simmons and Robert Garvin will be assisting the new unit at the bargaining table and with internal training programs. Local 40 is very much interested in helping other Michigan nurse units to organize and obtain bargaining rights. They have established an internal volunteer organizing committee to help accomplish that goal. (We hope to have an expanded story for you on this in the next issue of *White Collar*.)

Local 42 announced a successful vote to affiliate a 50member unit working at Wayne County Legal Services, Detroit. Bargaining is currently underway.

See articles on organizing victories in home health care and at Doctor's Clinic in this issue as well.

JOIN A VOLUNTARY ORGANIZING COMMITTEE

We need your help in organizing in your community. If you would like to volunteer to be part of the OPEIU Voluntary Organizing Program, please call your local union or the International Vice President for your region as listed below.

- Region I — Vice President Michel Lajuenesse — (514) 288-6511
Provinces of Newfoundland, Prince Edward Island, Nova Scotia, New Brunswick, Quebec in Canada
- Region II — Vice President James Mahoney — (617) 576-4795
Massachusetts, Maine, New Hampshire, Rhode Island, Vermont
Vice President Jim Sheridan — (301) 608-8080
District of Columbia, West Virginia, Delaware
Vice President Richard Lanigan — (212) 741-8276
Connecticut, New Jersey, New York, Puerto Rico
Vice President Patrick Tully — (201) 686-4550
New Jersey, Pennsylvania
- Region III — Vice President Thomas Babb — (615) 751-2027
Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia
- Region IV — Vice President J. B. Moss — (817) 246-4981
Arkansas, Kansas, Missouri, Louisiana, New Mexico, Oklahoma, Texas
- Region V — Vice President Gwen Newton — (301) 608-8080
Arizona, California
Vice President Kathleen Kinnick — (415) 986-3585
California, Colorado, Nevada, Utah
- Region VI — Vice President Gary Kirkland — (503) 257-6691
Oregon, Washington, Idaho, Montana, Wyoming
- Region VII — Vice President Carolyn Combs — (312) 341-3583
Illinois, Iowa, Nebraska, Minnesota
Vice President Michael Walker — (414) 258-3547
Indiana, Michigan, Ohio, Wisconsin
- Region VIII — Vice President Ron Tuckwood — (604) 299-0378
Provinces of British Columbia, the Yukon in Canada
- Region IX — Vice President David Miller — (306) 359-6411
Provinces of Alberta, Saskatchewan, Manitoba, Northwest Territories in Canada
- Region X — Vice President Janice Best — (416) 691-1518
Province of Ontario