Historic Convention Elects New Leadership Team

John J. Sweeney of the 1.1 million-member Service Employees International Union was elected the fourth president of the AFL-CIO in an historic vote that saw both top offices change hands and the later creation of a third executive office. Along with Sweeney, Richard L. Trumpka of the Mine Workers was elected secretary-treasurer and Linda Chavez-Thompson of AFSCME was elected executive vice president, a position created with a constitutional change approved by acclamation after Sweeney and Trumpka were elected.

Following the declaration of election results, Sweeney proclaimed it "an (Continued on page 4)"

Goodwin Joins Executive Council’s Unity Slate

OPEIU President Michael Goodwin joins the Unity Slate to lead the AFL-CIO and to revitalize the labor movement.

Goodwin’s election to the Executive Council of the AFL-CIO followed an historic convention which saw John Sweeney, president of the Service Employees International Union, unseat Thomas P. Donahue.

“Although I supported Tom Donahue, whose devotion to working people and the American labor movement is unsurpassed, I am pleased that our two sides have come together under the Unity banner. We supported change, and the Sweeney delegates wanted a new voice. Our goals are the same. Standing together we can achieve them, shake up and energize our movement. Together we can build a better tomorrow for all workers. I look forward to working with President Sweeney to make it all happen.”

On Wednesday, October 25, the two sides reached an agreement to expand the AFL-CIO Executive Council from 33 to 51 seats, with 10 of those seats dedicated to women and people of color. Besides Goodwin, the Unity Slate of 51 included 20 women and people of color and was brought to office with more than 13 million votes each.

Goodwin, as reported here, won (Continued on page 4)
MI Local Organizes and Negotiates for County Workers

Two new groups of members — at the county community health center and the road commission — have joined OPEIU Local 612 in Lansing, Michigan. In both cases, workers were forced to organize because the employers were unilaterally changing work rules and working conditions, making workers feel insecure in their jobs.

According to John Strachan for Local 612, members have negotiated new first contracts that address the fears of our new members.

Community Mental Health

"First," Strachan said, "we settled a contract for a group of 15 psychiatrists working for Clinton Eaton-Ingham Community Mental Health (CECMH). We are not aware of any other groups of this nature in existence."

The doctors had a starting base salary of $105,000 per year before unionizing. "They were quite underpaid when compared with others in the same profession. Their contract advances them to approximately $120,000 annually," Strachan said.

Local 512 also led supervisors and other professionals at CEC-MIH through successful contract negotiations. "This agreement," Strachan said, "brought an additional 48 members into the local.

Road Commission

"We have also just agreed on a contract for new members working at the Ingham County Road Commission. Although the contract is yet to be ratified it will pass easily," Strachan announced. This contract, he said, followed several months of hard bargaining during which the committee was constantly challenged. They had to fight to change practices that forced them to organize in the first place and to keep practices the employer was trying to withdraw from employees, he said. But ultimately he believes the contract negotiated will be a benefit to both members and employer.

"We look forward," said Strachan, "to working with these members to ensure that favorable working conditions prevail."

800 Podiatrists Join OPEIU

The 800 members of the Pennsylvania Podiatric Medical Association have affiliated with OPEIU. "This is a statewide organization of doctors of podiatric medicine and surgery," said OPEIU International Director of Organization Jay Porcaro.

Like the many other non-traditional groups who have joined the OPEIU family, these doctors are seeking the union's legislative and organizational expertise to enhance and protect their profession.

"Doctors in all disciplines of medicine are coming under increased pressure as a result of developing trends in managed health care. Many doctors are now embracing the concept of unionization and see this as a viable alternative, which allows them to deal from a position of equality and strength," Porcaro said.

Other non-traditional professions that have recently joined OPEIU include fashion models, hypnotherapists, chiropactors, and acupuncturists.

Local 512 Saves Members "By a Hair"; Court Case Protects Guards' Beards

Members working for the Department of Corrections — guards and supervisors in Michigan's prisons — are clinging to their beards today. By a hair.

The Department of Corrections, according to Local 512's John Strachan, ordered OPEIU members to shave their beards. The reason: regulators wouldn't fit properly in the remote case of gassing. The problem: our members have worn boards for decades and for many it is a question of religious conviction.

The union filed a suit in an Upper Peninsula court, according to Strachan, and won a restraining order. "Although it is causing a great deal of heartburn at DOC, the order is still in existence and the employer is barred from enforcing the policy on our members."

This fight may be far from over and we'll keep you informed.

Local 378 Stewards Gain Skills To Advance Members' Interests

The dizzying pace of change in the business world brought by technological advances, free trade and a global approach to competition, as well as corporate downsizing and cutbacks, create increasing threats to workers' job security. "Workers are looking for leadership, someone to help manage change and represent their interests in the workplace," said Local 378 Executive Board member Jerri New who Chairs the union's Education Committee in British Columbia, Canada.

"As Canadians and as union members, we take so much for granted. Social programs, company benefits and pension plans are seen as given. We mistakenly assume governments and employers provide these benefits as a way of life. Unfortunately, the Canadian climate is changing and unless workers recognize their input into creating these benefits, they may be taken away one by one," said New.

"Recognizing the importance of an informed membership is why Local 378 makes education a priority. Well-trained job stewards can be a conduit to help members understand labor's value to society."

Every year Local 378 spends thousands of dollars on membership education programs. The most recent Local 378 Education Seminar held in November 17-19, 1995 gave tools to job stewards to administer the collective agreement in the workplace. In addition to learning how to handle grievances and face management, stewards shared "war stories" and their experiences in different companies dealing with various managers.

"The value in educating job stewards is that members can get workplace problems quickly dealt with and have contact people who can discuss current labor issues. "Education of stewards is a building block to a stronger union," says New who has organized Local 378 training seminars for the past five years.

Well-trained job stewards who know their collective agreements can ensure members get all the entitlements that have been negotiated. 'Education helps us provide better service to members and makes our union stronger.'

More that 100 people attended the Local 378 Education Seminar held in British Columbia, Canada. The OPEIU international provided support in the way of keynote speaker President Michael Goodwin. Left to right are Local 378 President Ron Tuckwood, Executive Board member and Chair of the Local 378 Education Committee Jerri New and President Goodwin.
Walt Disney World Resort Hotel
Discount Offered to Union Members

The Unionized Hotel Royal Plaza, located in the heart of Walt Disney World Village, is offering a special discount rate to union members. The 1996 membership rate is $89 per night low season (Jan. 1 through Feb. 15, 1996, and April 14 through Dec. 23, 1996) and $99 per night high season (Feb. 16 through April 13, 1996). The discounted rate is good for single through quad occupancy through Dec. 23, 1996, and is subject to availability. To obtain the discount, call the hotel's reservations department at 1-800-248-7890, ask for the union rate when you make your reservation, and show your union card when you check in. The Hotel Royal Plaza offers complimentary transportation to all Disney theme parks — including The Magic Kingdom, EPCOT Center, Disney-MGM Studios Theme Park and Typhoon Lagoon — as well as preferred status at Disney's five championship golf courses. The hotel is within walking distance of the Disney Village Marketplace and Pleasure Island. Other nearby attractions in the Orlando, Fla., area include Universal Studios Florida, Sea World and Wet 'n Wild. And Kennedy Space Center, Busch Gardens and Cypress Gardens are within an easy drive. (When renting a car, use the Hertz discount. Call 1-800-654-2200, the union ID number is 20666.)

The Hotel Royal Plaza discount — another money-saving benefit brought to you exclusively through Union Family Savers.

Union Privilege Joins LaborNET

LaborNET, the AFL-CIO's computer "bulletin board" link between unions, available to union members via CompuServe, now includes an area designated for Union Privilege items. The Union Privilege area can be found in the LaborNET library section under the "Union Label/Privilege" listing. Within the next couple of months, the vast majority of Union Privilege's printed materials will be uploaded onto LaborNET, in either general AXCH text or artwork (EPS) files, for general access by editors, leaders and members who subscribe to LaborNET. Already in the "Union Priv" library area are all of Union Privilege's general program news releases, a "Credit Counseling" article from the Fall 1995 issue of Update and a six-part "Introduction to Union Privilege," adapted from the Union Privilege Benefits-At-A-Glance guide. The Union Privilege introduction can be found under the Who, What, Where, When, How and Why file headings, and the news releases generally include the program name in them.

In the coming weeks, we also will be uploading select articles from Union Plus magazine and our Update newsletter for union leaders along with the rest of the Union Privilege Benefits-At-A-Glance program explanation guide. We also plan to upload Union Privilege artwork, program ads, benefits flyers and other information. Updates will be posted in the "General Information" and Union Privilege "Messages" sections each time new materials are uploaded.

In addition to being listed in the general Union Privilege library section listing according to title, all Union Privilege items can be found in a separate "Table of Contents (TOC)" file that includes titles along with code abbreviations, file names and extensions. For example, all news releases have file names that begin with the code abbreviation "UP" (for "press release"), followed by the file's title and a "5TJP" extension (the "5" stands for the year 1995 and the "UP" stands for Union Privilege). All Update article files will begin with "UPD" and all Benefits-At-A-Glance section files will start with "AAG." A file guide that explains the codes and extensions will be added to the Union Privilege area to make categories of items are uploaded.

If you have access to LaborNET, please look through the files in the Union Privilege area and contact Writer/Editor Cindy Price at 302-283-5330 (71112,13277 CompuServe address) with any questions or suggestions. (Also, if you are an active LaborNET user, please let her know.)

Union Privilege Modifies Scholarship Application Eligibility Rule

Union Privilege has granted two exceptions to the Union MasterCard Scholarship applicant eligibility requirement, which states that applicants need to be affiliated with participating unions (i.e., either as dues-paying member or as a dependent of that member) for one full year in order to qualify. The exceptions include associate members and members of newly organized bargaining units. Both associate members and members of newly organized units that are operating without contracts are permitted to apply as long as they are or will be affiliated with a union that participates in the Union MasterCard Program. In the case of an associate member, the certifying local union (or associate member organization officer must state on the application that the member has paid his or her 1996 dues. For a newly organized bargaining unit, the local officer should note that the member's 1996 dues have been paid and provided the date when union representation rights were granted.

Loan Program Sets New Record

The Union Privilege Loan Program has set a new yearly growth total of 21,947 new loans so far this year, beating last year's record growth of nearly 1,900 loans. And with the third quarter well under way, this figure is expected to go even higher before the close of the year. As of September, there were 84,489 loans recorded for a total of 84,697,777 in outstanding balance.
A Defining Period for American Labor
by Michael Goodwin, International President

The AFL-CIO convention in October gave new hope to the American labor movement. A new leadership team was elected with John Sweeney as President, Richard Trumka as Secretary-Treasurer and Linda Chavez-Thompson in a newly created post as Executive Vice President. John Sweeney defeated incumbent President Tom Donahue in the first contested election in the history of the Federation. Donahue served as Secretary-Treasurer for 16 years before his election to the Presidency by the Executive Council on August 1, 1986. Sweeney defeated Donahue by a 73.3 to 57 million vote margin.

The convention also amended the Federation's Constitution to increase the number of Vice Presidents from 33 to 51. Supporters of both Sweeney and Donahue presented a "Unity Slate" which adds diversity to the Executive Council and includes 14 women and people of color. In all, 15 unions not currently represented on the Executive Council won seats, with the remaining seats going to larger unions as second seats. There still remains 32 unions not represented on the Executive Council and this needs to be addressed at future conventions.

The OPEIU was honored with my election as Vice President of the AFL-CIO with the privilege of being the first OPEIU President to serve on the Executive Council. I will take my seat with a great deal of pride on behalf of all OPEIU members who have sought this recognition since our inception.

You can be assured that I will represent the interests of all OPEIU members to the best of my ability and the greater interests of labor in general.

In addition to myself, serving as delegates to the convention were Secretary-Treasurer Gilles Beauregard, Canadian Director Michel Lajunenne, and Vice Presidents Gary Kirkland, Kathleen Kinnick, Patrick Tully and Donahue.

"Our commitment to organize workers is underbudgeted and needs to be increased."

Richard Lanigan. Alternate delegates were Gwen Wells, Alton Merchant, William Molyan, Annie B. Maria, Sam Koveneisky, Patricia Hoffmann, and Kathleen Saven. Also assisting in work in connection with the convention were Local 163 members Wanda Shelton, LILLICO, Shirley Fries and Churic Scott (SIAAC), Rebecca Pomas (Piazza Hotel) and Sedora Villa (Hotel Representatives).

As President Sweeney assumes office, the labor movement is facing some of its greatest challenges. The months and years ahead will be a defining period for the American labor movement. Our membership, as a percentage of the overall work force is down and needs to be up. Our level of political influence is less and needs to be more. Our commitment to organize workers is underbudgeted and needs to be increased. If we don't work to attain these objectives, our ability to organize, educate and affect political affairs will diminish even further. In all, these goals are the top priorities of the Sweeney administration. As the new President has already started to implement plans to achieve these objectives, millions of dollars will be committed to organize, and grassroots political activity will be stepped up. The AFL-CIO plans to dedicate $20 million over the next four years to organize train and deploy thousands of organizers into the field. They also plan to enlist additional thousands of voluntary organizers to assist in these new initiatives.

Despite troubles in getting our message across, there are signs of daylight for the future. For the first time in many years, the AFL-CIO has shown a growth in membership of 150,000 which are added to the already organized 13.3 million. Actually, the unions have organized hundreds of thousands of members not reflected in the growth figures, since these members are offset by the adverse affects of NAFTA and technology.

The new administration also promises to be more militant in the objectives will employ civil disobedience when necessary. Funds will be available to affiliated National and International Unions in the form of loans of up to $100,000 in defense of striking workers, such as those at A.E. Staley Company in Decatur, Illinois, the Detroit Free Press, and Caterpillar. This new militancy was immediately demonstrated by President Sweeney leading a rally during the convention in New York City, sponsored by UNITE (new name of ILGWU and ACTWU after merger) to protest sweatshop conditions in the garment industry. Everyone left the convention with a renewed spirit to step up the fight against exploitation, increased militancy, and enthusiasm to do the work that needs to be done.

Now let me say a word about Tom Donahue and Barbara Easterling. We are very proud that Barbara was the first female to serve as Secretary-Treasurer in the history of the Federation. She is an excellent ambassador for women's rights. We wish her well as she returns to her position as Secretary-Treasurer of the CWA.

Over the years, Tom Donahue has proven himself to be an outstanding leader and an articulate spokesperson for workers. His trade union values are impeccable and his integrity is unquestioned. The OPEIU extends its sincere appreciation and gratitude to Tom Donahue for his many years of association and service to our organization. We hope that he will find a place in the labor movement to continue to serve. We can't afford to lose a man of his great talent and dedication.

Now that the campaign is over, I look forward to working with President John Sweeney, Secretary-Treasurer Richard Trumka, Executive Vice President Linda Chavez-Thompson, and my sisters and brothers on the Executive Council to defend, protect and advance the goals and aspirations of all working men and women.
How the Counseling Registration Act Benefits Hypnotherapy in Washington State

by C. Roy Hunter, M.S., Ct.Hlt.

Following is the third and final part of an editorial by the head of our 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 for customers and members who wish to use hypnotherapist services.

Pre-registration and Post-registration

During my first four years of practice, I struggled financially just to stay in the hypnotherapy profession. Because of widespread ignorance and skepticism, many people failed to understand the benefits of hypnosis. Their fears were further fueled by skepticism from the medical and counseling communities, and by the unbelievable misinformation about hypnosis taught by some churches as well as by Hollywood. It was very difficult to find enough business to pay the bills. And when I spoke to nonprofit groups, less than 10% of the hands would go up when I asked how many people had ever experienced hypnosis. (Nowadays that percentage usually ranges from 25% to 50%.)

Almost immediately after our legislation passed, Washington State decided to inform the general public by putting a notice about the new law on all vehicle registration renewal notices. They were asked to obtain full disclosure from their counselors or hypnotherapists. This free advertising resulted in a 40% increase in my business within a few short months.

Additionally, the registration act paved the way for reconciliation between two hypnosis associations which had fought for many years. This new spirit of unity has resulted in five annual joint sponsored hypnosis conventions to date, creating a win-win for both organizations.

When I was president of one of those organizations, I was informed that cooperation would be impossible. With legal recognition of our profession, however, I believed that cooperation was essential to our profession and convinced others likewise. Although many people tried to give me the credit, this unity came from the efforts of many. And I do not believe it would have been possible without the registration act.

Since registration, several employers offer employee reimbursement for hypnotherapy to quit smoking. Boeing is one of them. Although many Boeing employees themselves do not know of the existence of this employee benefit, I actually have claims forms in my office which the employee can complete and mail into Boeing for 80% reimbursement upon completion of my smoking cessation program. Furthermore, this benefit applies to Boeing employees nationwide.

The additional credibility gained through legal recognition has also helped open the doors of community colleges for the establishment of professional hypnotherapy training. As the writing of this article, I am now in my seventh year of teaching The Charles Tretbeck Hypnotherapy Training Course at Tacoma Community College. It is a nine-month course of instruction based on the teachings of the late Charles Tretbeck. And the successful track record of this course has resulted in several other colleges opening their doors to the same course. Additionally, the program has evolved into an entire program of classes in specialized applications of hypnosis and substance abuse by a licensed clinical psychologist who accepts the validity of the hypnotherapy profession.

It is my hope that increasing numbers of colleges throughout the country will open their doors to others in the hypnotherapy profession to teach courses in professional uses of hypnosis. Furthermore, if increasing numbers of states legally recognize our profession, the combination of registration plus competent training programs should result in our profession taking a quantum leap into credibility and public acceptance as the 21st Century dawns. I would like to see greater cooperation among professionals as well as widespread acceptance of hypnotherapy.

Another Important Door

Fred Gilmore, a long-time member of the Washington Hypnosis Association, has worked for years with our state government to keep hypnotherapy legal in this state. And he now serves on a board in the health department. That department has established a Mental Health Quality Assurance Council, which is responsible for more than 34 health care related professional groups. There are six sections for each organization, headed by an administrator from the Department of Health. Mental health professionals, including psychologists, social workers, nursing home administrators, marriage and family therapists, counselors, and hypnotherapists are all a part of Section 2 in this division. There are eight board members in each section, and the law actually specifies that one hypnotherapist will be on that board.

(Continued on page 9)
**Washington Window**

**The Challenge Ahead**

**A** FL-CIO President John J. Sweeney takes office with the nation facing a sea of troubles. With an anti-labor Congress in power, things are going to get worse rather than better.

When Franklin D. Roosevelt won the Fair Labor Standards Act of 1938, it was the last social legislation of his presidency. It was popularized as a floor under wages, a ceiling on hours and a ban on child labor. It was sound pro-family policy.

Today, the leaders of the rightwingers Congress not only oppose an increase in the minimum wage; they would like to abolish it altogether. The 40-hour week may yield to a 56-hour standard.

**"We're going to spread the union message from coast to coast and border to border; from clothing workers to manufacturing workers and from health care to high tech to hard hat."**

In his acceptance speech at the federation's convention in New York, Sweeney knew he had become the leader of 13 million workers who know they have a vested interest in progressive legislation.

"Our problem is your stagnant wages," Sweeney declared. "America needs a raise." The solution is a bigger, stronger labor movement, he added.

The legislation challenges ahead are formidable. The conservative Republican National Committee's wish list includes the return of the company union, making Social Security voluntary, blocking national health insurance, and letting corporations dip into worker pensions.

Defense of the Wagner Act and the National Labor Relations Board are critically important to labor.

"We're going to spread the union message from coast to coast and border to border; from clothing workers to manufacturing workers and from health care to high tech to hard hat," Sweeney said.

"If anyone denies American workers their constitutional right to freedom of association, we will use old-fashioned mass demonstrations as well as sophisticated corporate campaigns to make worker rights the civil rights issue of the 1990s," Sweeney declared.

Sweeney said, "We're going to spend whatever it takes, work as hard as it takes, and stick with it as long as it takes to help American workers win the right to speak for themselves in strong unions...We mean building a strong new movement from the ground up."

He said, "To our employers we say, if you are wise, labor's victories can be your victories. With decent pay checks we can buy your products and your services. We prefer cooperation to confrontation, but we are prepared for both."

"To our nation's leaders, we say American labor is a proud part of the American community. To every officeholder in America we say, when you do the right thing, we will be the friends that you've ever had. But when you do the wrong thing, we will be the first in line with our criticism and last in line with our money and our people."

Sweeney argued that the nation is "fracturing along the lines of race, ethnicity, and income." He said "the solution is American workers coming together as never before, because this movement is for everyone, women and men, black and white, Asian- and certification." He went on to say, "Our unions are all that stand between America and shrinking paychecks, disappearing jobs, vanishing health care, increasing inequality and more racism, rancor, and resentment."

Turning to 1996, Sweeney said labor is determined to go to a union summer to an American autumn. He said that we will reelect a President and elect a Democratic Congress committed to the people who work hard and play by the rules."

"Our unions are all that stand against America shrinking paychecks, disappearing jobs, vanishing health care, increasing inequality, and more racism, rancor, and resentment."

The new leadership of the labor movement, including his running mates, AFL-CIO Secretary-Treasurer Richard Trumka and AFL-CIO Executive Vice President Linda Chavez-Thompson, Sweeney said, "We have a mandate and a mission, and they are to fight and to win in organizing campaigns, contract struggles, political and legislative fights and the battle to shape opinion. Together we can meet the awesome challenges that we face."

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

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**Work and Health**

**Strengthening Your Work Muscles**

By Phillip L. Polakoff, M.D.

More people see doctors for back pain than for any other medical ailment except colds and upper respiratory complaints. Fortunately, most back pain lasts only a few days. However, about 1 out of 6 persons has experienced severe back pain that lasts at least two weeks sometimes during their lifetime. People are most at risk for back pain if their jobs involve one or more of three work demands:

1. (1) If their job requires frequent bending and lifting.
2. (2) If they must twist their body when lifting and carrying an object.
3. (3) If they must lift and carry in a hurry.

Other risk factors include being overweight, not exercising regularly or not engaging in recreation activities, and smoking tobacco.

Some people keep in good physical condition by being active in such things as walking, running, bike riding and swimming. In addition to these conditioning activities, there are specific exercises that are directed toward strengthening and stretching your back, stomach and hip muscles.

The following exercises suggested by the American Academy of Orthopaedic Surgeons can help to minimize problems with back pain. An orthopaedic surgeon is a medical doctor with extensive training in the diagnosis and non-surgical as well as surgical treatment of the musculo-skeletal system, including bones, joints, ligaments, tendons, muscles and nerves.

A word in advance: Before beginning any exercise program, you should discuss the program with your doctor and follow the doctor's advice. It is important to exercise regularly, every other day. Before exercising, you should warm up with slow, rhythmic movements. If it's been some time since you exercised, walking is a good warm-up activity.

In the following exercises, inhale deeply before each repetition of an exercise and exhale when performing each repetition of an exercise.

1. Stand with your back against a wall and feet shoulder width apart. Slide down in a crouch with knees bent to about 90 degrees.

2. Count to five and slide back up the wall. Repeat five times.

3. Lie on your stomach. Tighten the muscles in one leg and raise it from the floor. Hold your leg up for a count of 10 and return it to the floor. Repeat five times with each leg.

4. Lie on your back with your arms at your side. Lift one leg off the floor. Hold your leg up for a count of 10 and return it to the floor. Do the same with the other leg. Repeat five times with each leg. If this is too difficult, keep one knee bent and the foot flat on the floor while raising the leg.

5. You can also sit upright in a chair with your legs straight and extended at an angle to the floor. Lift one leg wasl high. Slowly return your leg to the floor. Do the same with the other leg. Repeat five times with each leg.

6. Lie on your back with knees bent and feet flat on the floor. Do a partial sit-up by slowly raising your head and shoulders and reaching with both hands toward your knees. Repeat five times.

7. Stand behind a chair with your hands on the back of the chair. Lift one leg back and up while keeping the knee straight. Return slowly. Raise the other leg and return. Repeat five times with each leg.

8. Stand with your feet slightly apart. Place your hands in the small of your back. Keep your knees straight. Bend backward at the waist as far as possible and hold the position for one or two seconds.

If you have any questions or suggestions for future articles, write to me at JJIMA, 2200 Powell Street, Watergate Tower II, Suite 305, Emeryville, CA 94608.
Historic AFL-CIO Convention Elects New Team

(Continued from page 1)

...a moment of hope and promise for the future.

Sweeney, president of SEIU for 15 years, defeated President Thomas Donahue, also an SEIU member, by a 7,286,837 to 5,716,165 margin. Trumpka defeated Barbara Goodwin, a Communications Worker and the first women to hold federation executive office, by 7,341,698 to 5,661,333. (The figures are based on a 10 percent vote of affiliates. They do not yet include the votes of state federations and central labor bodies.)

Sweeney said the election of a unity slate for the Executive Council is a "great step in binding up the wounds that have been inflicted over the past few months. As your president, I will never forget that our movement grows by multiplication and addition and not by division and subtraction."

Stressing solidarity and unity, Sweeney recalled former President George Meany's 1965 statement at the final convention of the AFL that "I am sure that there is enough wisdom, enough common sense, enough dedication and loyalty to the principles of our movement both in the AFL and the CIO to make this work."

He also said he would not forget former President Lane Kirkland's advice to the 1980 AFL-CIO convention that "solidarity has been our shield against the most primitive and the most sophisticated assaults by agents of avarice and exploitation."

Sweeney referred to Donahue and Easterling as "great trade unionists." He congratulated them and their supporters for "waging an incredible campaign."

Sweeney, 61, is a native New Yorker. After graduating from Iona College with a degree in economics, he went to work for the Ladies' Garment Workers. In 1960 he was hired by Donahue as SEIU Local 523 contract director. He rose through the ranks, becoming president of the local in 1976. A year later, Local 523 merged with SEIU Local 6290, creating a 70,000-member local with Sweeney as president.

He was elected president of SEIU in 1980 and joined the AFL-CIO Executive Council in 1981. During his time on the council, Sweeney headed the federation's health care and organizing committees.

Under Sweeney's leadership SEIU has grown to more than 1 million members because of grassroots, back-the-barricades organizing in health care and the service industry.

Chavez-Thompson, 50, has more than 27 years' experience in the labor movement. From the age of 10, she worked summers in the cotton fields of west Texas. She began her career as a union secretary, rising through the ranks of AFSCME, being elected vice president in 1988. She was elected to the AFL-CIO Executive Council in 1993, the first Latina woman to hold the post. She is also a long-time officer of the Labor Council for Latin American Advancement.

The executive vice president "shall aid the president in performing the duties of chief executive officer of the federation and shall act on behalf of the president when requested to do so," the constitutional amendment states. "The executive vice president shall administer those departments, functions and responsibilities assigned by the president."

Chavez-Thompson states she hopes to use her experience as an organizer in the new post, which is set at the same salary level as the secretary-treasurer.

(Taken in part from an AFL-CIO News article by James B. Parks)

Goodwin Joins Unity Slate

(Continued from page 1)

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Under Sweeney's leadership SEIU has grown to more than 1 million members because of grassroots, back-the-barricades organizing in health care and the service industry.

Chavez-Thompson, 50, has more than 27 years' experience in the labor movement. From the age of 10, she worked summers in the cotton fields of west Texas. She began her career as a union secretary, rising through the ranks of AFSCME, being elected vice president in 1988. She was elected to the AFL-CIO Executive Council in 1993, the first Latina woman to hold the post. She is also a long-time officer of the Labor Council for Latin American Advancement.

The executive vice president "shall aid the president in performing the duties of chief executive officer of the federation and shall act on behalf of the president when requested to do so," the constitutional amendment states. "The executive vice president shall administer those departments, functions and responsibilities assigned by the president."

Chavez-Thompson states she hopes to use her experience as an organizer in the new post, which is set at the same salary level as the secretary-treasurer.

(Taken in part from an AFL-CIO News article by James B. Parks)
Union Women Aim for Political Empowerment; CLUW Focuses on Power, Politics and Participation

As the Congressional budget debate targets major issues that concern women, senior citizens and working class Americans, the Coalition of Labor Union Women (CLUW) began its mobilization for full participation in the 1996 Congressional and Presidential elections as it convened its Eighth Biennial Convention in Dearborn, Michigan, October 12 to 15, 1995.

"From assaults on affirmative action to sweeping welfare reform, Republican leadership in Congress threatens to erode decades of important advancements in the lives of women, especially working women," said CLUW President Glora Johnson.

Union activists from across the country devised strategies to reach out to more women voters and listened to speakers from the labor movement, women's organizations and the political arena. A few of the convention speakers included Tipper Gore, UAW President Stephanie Yocich, former AFL-CIO Secretary-Treasurer Barbara Easterling, newly elected AFL-CIO Secretary-Treasurer Linda Chavez-Thompson and Detroit City Council President Maryann Mahaffey.

Not Just Talk

The union women hit the streets on two occasions. First, in groups of 6 to 10, the activists leafleted and talked to shoppers in the Dearborn mall about the importance of Buying American and avoiding exports from countries that exploit workers, most especially women and children. They also confronted store managers, asking them to consider the consequences when stocking their shelves. This was part of the nationwide "Come Shop With Me" campaign launched by CLUW with U.S. Representative Marcy Kaptur last year.

On another day, delegates boarded buses to deposit a boycott campaign against advertisers in the Detroit newspapers. Six unions have been out on strike against the Detroit News and Detroit Free Press since July 13, 1995.

Loss of advertising revenue will mean additional pressure on the newspapers to settle.

CLUW Delegates Play Key Roles in Convention

The following OPEIU members attended the convention: Pat Agostino (Local 8, Seattle); Bernice Akins (8, Seattle); Evelyn Brooks (42, Detroit); Marie Cook (8, Seattle); Bobbie Creque (2, Washington, DC); Deborah Davis (2, Washington, DC); Sandra Ellison (28, Chicago); Millie Hall (494, Detroit); Sandra Harvey (1794, Cleveland); Theresa Horner (42); Cynthia McCaughan (28, Los Angeles); Shirley Pires (153, New York); Annette Peterik (42); Mary Quinn (3, San Francisco); Ethel Schwartz (494); Roxie Simpson (42), Joanne Whetol (494).

Millie Hall, as president of CLUW's Detroit chapter, welcomed delegates to the city. Mary Quinn and Shirley Pires carried the OPEIU banner in opening convention ceremonies. Pat Agostino and Quinn worked hard on the resolutions committee, as did Theresa Horner on credentials. Sandra Ellison, Bobbie Creque, Shirley Pires and others on the information desk. Several, including Ethel Schwartz served on escort committees.

Gwen Wells, OPEIU Research and Education Director and CLUW National Vice President, is liaison for CLUW's public relations committee, responsible for all public relations before and during the event. She and another vice president, Margaret Shellbears, headed up the information desk. Wells was reelected to the CLUW Officers Council by acclamation.

National Executive Board

OPEIU delegates in causal elected Mary Quinn, Theresa Horner and Shirley Pires to serve as OPEIU delegates to the CLUW National Executive Board for the next two years. The NNEB governs the organization between conventions. Marie Cook, Sandra Harvey and Roxie Simpson were elected NNEB alternates.
Hofstra University Members Win Six-Week Strike — Courageously and With Dignity

The nearly 400 Local 153 members ended a strike at Hofstra University after 32 days. These secretarial, clerical, technical and nursing staff members ratified a new three-year labor union contract after a hard struggle.

Negotiations, said Business Representative John Dunn, began in June, when the union requested a report analyzing job positions. The report was conducted by Papas Consulting Group Inc., and became known as the "Papas Report." In addition, the union demanded that Nurse Lucille Masciarelli be reimbursed the money by which the university had unilaterally reduced her salary.

In short, following the recent successful organizing campaign among the nurses, the school reduced Masciarelli’s annual salary by $8,461. She had been one of the lead organizers in the campaign.

At subsequent negotiations, according to Dunn, the university refused reimbursement to Masciarelli or to provide a copy of the Papas report, and the union filed an unfair labor charge with the National Labor Relations Board.

University Demands

In addition, the college made the following regressive demands at the bargaining table:

- increase the workweek during the academic year to 40 hours (from 35);
- increase summer hours an additional 8 weekly;
- have staff work 45 hours per week for 8 weeks — 2 weeks before and after the Spring and Fall semesters of each contract year — on no additional compensation. The union, of course, pointed out that this is a violation of federal wage and hour laws, to which the union would not be a party;
- increase eligibility for time and one-half to 40 hours from the current 35;
- increase the amount of service required to earn 22 days of annual vacation from 3 to 5 years;
- reduce personal days to 3 from 5;
- reduce sick days to 12 per year (now members earn up to 20 days after 6 years of service);
- eliminate wage progression schedules whereby employees below the maximum of their labor grade advance $207 each 8 months until they reach the maximum (employees at maximum receive a bonus of $207 once per year);
- co-payment of individual health coverage of 8% of premium (previously members pay nothing);
- increase copay for family health coverage to 10% of premium (now employees pay $30 monthly);
- allow the school to modify the health plan without negotiating with union members; and
- increase the contributions for post retirees and reduce their benefits.

"In the face of university demands, clearly designed to force a strike, our members had no other choice. They could not agree to these outlandish, inhuman proposals," Dunn said.

In 1989 Local 153 members walked out for 30 days to achieve many of the benefits and protections the university now wants to take away, he said.

Bargaining continued throughout the summer, and the contract finally expired August 31, 1995. The union members authorized a strike. But the union still tried to hammer out an agreement until September 6, when we were forced to throw up our hands and vote with our feet, Dunn added.

The Strike and Victory

During the strike, members had weekly rallies. In the sixth week, we held a candlelight vigil, Dunn said. Shortly after the vigil, members reached agreement with the university.

"We were able to beat back every single regressive demand made by the university," he said, and won the following:

- Wage increases:
  - 7% effective September 1, 1996
  - 3.5% as of September 1, 1996
  - 3% effective September 1, 1997
- Plus, members will continue to receive the progression increases of $207 every 8 months, which amounts to five additional increases over the contract (or an annual $207 bonus for those at the top of grade).
- Plus, a 1.5% bonus paid to all employees in the third year.
- Plus, up to 1% wage increase based on full-time undergraduate enrollment formula in the third year.
- Lucille Masciarelli will receive all money, retroactive to May, that was withheld from her salary.
- Part-time employees will also receive additional vacation and sick time, as well as wage increases.
- Nurses will gain 10% additional pay for night shift differentials.

The NLRB issued a complaint to the school for not providing the Papas report.

John Dunn thanked Local 153 Secretary-Treasurer Richard Lanigan for his expertise in developing the strike and bargaining strategy, as well as inspiring the members during the numerous rallies and demonstrations. "It's unfortunate," Dunn said, "that it came to this — a six-week strike. But our members could not allow Hofstra to eliminate our progressions, increase health coverage contributions or hurt our retirees by reducing their benefits."

What is LaborNET?

LaborNET is a computer-based communication network. With LaborNET, you can electronically access and exchange information with the policymakers at the national AFL-CIO and other union leaders throughout the country. LaborNET is a private forum that resides on CompuServe®, one of the largest on-line services available today. LaborNET includes four primary sections: library, messages, announcements, and conferences.

The library is LaborNET's most valuable component. Here you will find a wide range of public policy statements and other information. This repository of material includes everything from short, one-page fact sheets to detailed analyses on the latest AFL-CIO positions on key issues.

The messages section is a place where members correspond with one another. Here are person-to-person notes, requests for information, answers to questions, and continuing discussions. You may post your own messages, reply to others, or just read messages left by other members. AFL-CIO leaders have answered questions in the messages section.

Announcements are used to inform members about changes in LaborNET. The scheduling of on-line conferences will be announced with this method. Information describing LaborNET and its components also is included here.

The conference section is where members can gather for "live" conversations. Here you may find several members engaged in a regularly scheduled meeting or participating in a special conference hosted by a guest speaker.

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OPEIU On-Line

OPEIU's private forum just for members on LaborNET Too, and our World Wide Web site.

http://www.opeiu.org/

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**Windows®**

- An IBM or compatible PC
- An 80286 or faster processor is recommended
- A hard disk drive (at least 1.5M available)
- 640k memory (at least 512k available)
- Color or monochrome monitor (no graphics adapter required)
- MS-DOS® 3.1 or higher
- A Hayes®-compatible modem
- Mouse (optional)

**MS-DOS®**

- An IBM or compatible PC
- An 80286 or faster processor is recommended
- A hard disk drive (at least 1.5M available)
- 640k memory (at least 512k available)
- Color or monochrome monitor (no graphics adapter required)
- MS-DOS® 3.1 or higher
- A Hayes®-compatible modem
- Mouse (optional)

**MAC®**

- Mac Plus® or later model (Macintosh®)
- 250k of free RAM for System 6 or 2 MB of total RAM and 750k of free RAM for System 7
- A hard disk drive with 2 MB of free space
- Mac System 6.0.4 or a later version
- A Hayes®-compatible modem

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**Equipment requirements**

To run CompuServe InformationManager® (CIM) software

**Windows®**

- WinCIM® Version 2.2

**MS-DOS®**

- DOSCIM® Version 2.2

**MAC®**

- MacCIM® Version 2.4

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If you have a personal computer, modem, and standard telephone line, you can join and use LaborNET and OPEIU's Private Forum on LaborNET Too. Do not drop CompuServe® directly. Simply complete and mail the form and we will send you a sign-up kit and necessary documentation. For more information, contact Ray Noonan at (212) 675-3210; or CompuServe® mail: 71363.2346; or on the Internet: facts@opeiu.org; or Julie Fisher at (202) 393-4464; or on CompuServe® mail: 71363.2425.
Mobile, Alabama Public Service Workers Join OPEIU Family

As reported in Issue 2 of 1995, OPEIU is pleased to welcome the public sector workers in Mobile, Alabama to the OPEIU family. President Michael Goodwin, with Director of Organization Jay Porcaro, travelled to the South to personally charter the new local unions. They were joined by International Representative Howard Turberville, the organizer for these groups of workers. Photos of the presentations appear here.

Chartering the Mobile County Law Enforcement Association (MCLEA) as OPEIU Local 22 are (left-to-right) Secretary Doug Parimenter, Organizing Director Porcaro, President Mike Morgan, Phillip Mayo, International President Goodwin, Treasurer Mike Burdine and Organizer Turberville.

Chartering the Mobile County Correctional Association as OPEIU Local 78 are (left-to-right) John Irving, Joann Gardner, Valerie Smith, Michael McLinton, Organizing Director Jay Porcaro, Omar Smith, Leonard Singleton, President Michael Goodwin, an unidentified member, Randall Rocker, and Organizer Howard Turberville.

Chartering the United Sanitation Workers, who represent 450 sanitation workers, as OPEIU Local 75 are (left-to-right) Director of Organization Porcaro, Alabama AFL-CIO Vice President Sally Roger, Acy Warren, President Goodwin and Representative Turberville.

Chartering the Mobile County Deputy Sheriffs Association as OPEIU Local 77 are (left-to-right) Organizing Director Porcaro, member Dodd, Jim Long, name not available, President Goodwin and Representative Turberville. The group represents 175 deputies throughout the country.

Chartering the Mobile County Criminal Justice Association as OPEIU Local 33 are Director of Organization Porcaro, Omar Smith, Ronald Davis, International President Goodwin, Randall Rocker, and Representative Turberville.
BC Hydro Members Win Pay Equity: Gap Narrows Between Men and Women

By this time next year, some OTEU Local 378 members should see a significant increase in their pay checks, thanks to union efforts at BC Hydro to implement pay equity through a gender-neutral job evaluation plan. (BC Hydro is the British Columbia province-owned public utility company.)

Members of the Local 378, which represents workers at the provincial electricity utility, ratified a new pay equity program in May. OTEU President John Tuckwood told the membership that the plan would see an increase of 4.5% for women in certain positions, and 2.5% for men.

The pay equity program is based on a study of 29,000 different job titles at the utility, and involves negotiations with the employer.

Hydro managers from requiring BCTC diplomas for group 6 jobs or insisting on a university degree for nearly every position, no matter how junior," added Kris Greenan.

"The new plan will make a big difference for a lot of members. It will allow people with good skills and practical knowledge, as well as an ability to perform a posted job, the chance to advance their careers."

"The new job evaluation system finally recognizes the skills women bring to their jobs. This is good for all OTEU members, not just women. It should remove artificial barriers to promotion and recognize that experience on the job can be equal to formal education," said Teresa Davis.

In the past, job evaluation was under the control of management and didn't fairly value jobs traditionally done by women, especially in the administrative and clerical areas. The company saved millions of dollars over the years by undervaluing work traditionally done by women.

The previous plan that Hydro used didn't recognize job skills such as communication ability, manual dexterity, keyboard or cash handling ability, organizational skills or the mental effort level required.

Greenan believes the previous job evaluation plans had a built-in bias and had to be eliminated. "Secretaries at BC Hydro are required to operate personal computers, use various software packages, access the mainframe computer and transfer data between the two."

"In addition, clericals and administrative staff are expected to do work for several people at any given time, adjust to rapid change, juggle priorities, coordinate schedules, deal with difficult people and work with constant noise and interruption," she said.

"I'm glad we're finally closing the gap between male and female wage structures. Jobs not traditionally recognized as skilled will be fairly compensated."

[Paula Stromberg for OTEU News, September/October 1995]

News from Canada

Quebec’s Locals Celebrate at Conventions

Local 57

The 1995 Biennial Convention of SEBB-57 was held at l'Auberge Université in Montreal, Quebec, from November 3 to 5, 1995. This was also the 50th anniversary celebration for Local 57.

The convention's theme was Our History, Today's Reflections of Our Tomorrow.

The topics and discussions covered women's participation in the union over the last 50 years, the history of the Quebec Federation of Labour and living memories of Local 57.

Local 434

Montreal-based Local 434 represents 1,700 employees at Laurentian Bank. The Local held its 17th Annual Convention, entitled We Demand Respect, October 28 to 29, 1995.

In addition, talks over renewal of the collective agreement between the Bank and Local 434 are currently under way. Local 434 members are committed to winning a wage increase and reduced workweek.

Local 463

This summer Local 463, which represents workers at the Metropolitan, in Montreal, applied to represent an additional group of up to 150 new members at the same employer.

The union contract between the Local and Gaz Métropolitain has expired and bargaining is stalled due to potential massive restructuring. This could affect nearly 150 Local 463 members.

The 1995 Convention of Local 463 was held November 4, 1995, in Montreal. It dealt most particularly with the issue of employment and restructuring.

On a happier note, reports Canadian Director Michel Lajeunesse, member Françoise Dion won a settlement in her discrimination case. "Although the terms are confidential, it is safe to say that she and the union are well satisfied," he said.

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

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* CPI data is from the U.S. Bureau of Labor Statistics.

Hypnotherapy

(Continued on page 2)

Perhaps hypnotherapy is finally ready to establish itself as a profession that can really make a positive difference on this planet, I believe that legal recognition can help make it so. It is my hope that every state in the country will pass laws similar to what he has worked successfully in Washington for almost eight years. The benefits are worth it.

Roy Hunter has practiced hypnotherapy full-time since 1982 and has taught professional hypnotherapy since 1987 at Tacoma Community College. As a published author, he is respected by his peers as an expert on the teachings of Charles Tuckwood.