

# WHITE COLLAR

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, AFL-CIO AND CLC

No. 464

Issue 2, 1998

## Organizing makes OPEIU stronger

**Better able to serve our members, meet industry demands**

### 1997 brings many organizing victories

The past year has seen the Office and Professional Employees International Union breaking unprecedented jurisdictional barriers and organizing new members like never before in our fifty-three year history.

On May 2, 1998, the National Federation of Clinical Social Workers' Board, comprised of 31 individual state clinical societies, voted to affiliate with the OPEIU. This is the first time that any mental health professional organization has chosen such an association.

Presidents of the various clinical societies voted based on referenda provided by their state constituencies. According to a statement released by the Federation, the board's decision was motivated by the "need for the organization to take a stand to protect its 11,000 clinical social work members and the patients for whom they provide mental health services."

In considering affiliation, the group focused on the problems of patients being able to access necessary mental health care,

breaches of confidentiality, disregard of privacy and the "common practice in which HMOs and other managed care organizations make health care decisions based primarily on economic considerations," according to the Federation.

"As more clinical social workers leave managed care panels, the pool of covered professionals has been shrinking," the Federation said, "making such services less available to patients. The pros and cons of OPEIU affiliation were studied for two years.

"Because the clinical social work profession provides more than sixty percent of mental health services throughout the nation and is regulated in every state," the Federation concluded, "the Federation decided that this affiliation was a necessary step in the empowerment and protection of its members and their clients."

### Pennsylvania Nurses Association votes Yes! to affiliation

As of April 30, 1998 the "new" Pennsylvania Nurses Association voted to affiliate with the OPEIU. This means an additional

2,500 members will join the OPEIU membership rolls.

"We couldn't be happier about this affiliation with the Pennsylvania Nurses Association," International President Michael Goodwin said. "Organizing successes such as this, and the National Federation of Clinical Social Workers' affiliation, mean that the OPEIU is becoming a stronger represen-

tative in the health care professional arena.

"Since our 1995 Convention," Goodwin continued, "OPEIU has focused our organizing efforts on affiliations, health care units, public sector employees and groups that haven't traditionally been our focus. It's obvious from organizing victories such as these that our efforts are paying off in large measure."

### Leading the Way

## OPEIU holds 21st Triennial International Convention

### Organizing — key to future strength

Delegates from more than 200 local unions throughout the United States and Canada will convene June 15-19, 1998 in Chicago, Illinois, for the International Union's 21st Triennial Convention.

The convention's theme will be **Leading the Way into the 21st Century**, and will focus on ways in which the OPEIU is becoming a stronger, more effective union through its organizing programs. An education conference and industry meetings will center on important labor issues.

Convention delegates will also work in committees and on the convention

floor to determine the union's policies and agenda for the next three years.

Those delegates, elected by their local union memberships, will represent the interests of members on issues related to the structure of OPEIU, diversity and our direction for the future. They will also represent the members as they elect the International Union officers who will lead our union for the next three-year term of office.

A full report of the convention discussions, rulings and activities will appear in the *White Collar* following the proceedings.

### White Collar Special Supplement

Convention season is a good time to review the history of our union, as well as to become better acquainted with our officers and international representatives. Included in this issue of the *White Collar* is an exciting chronology of union and historical events.

This special supplement begins on page 9.

On page 8, read detailed biographies of your representatives and elected officials.

**ORGANIZING  
FOR  
CHANGE**

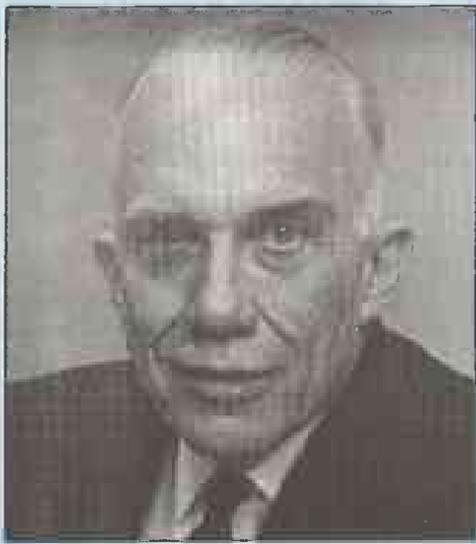
I N S I D E

2 Credit Union Membership Access Act

4 Canadian News

6 Local News

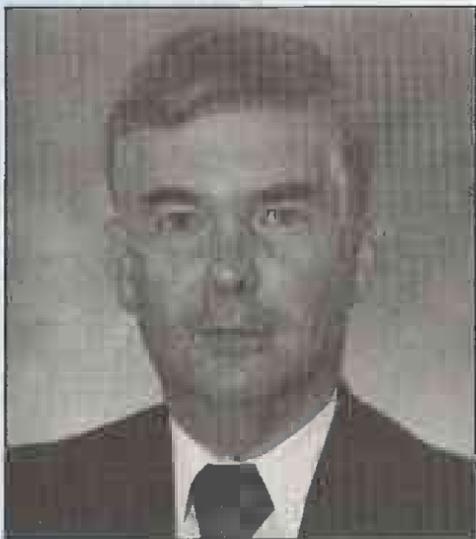
8 Who's Who in the OPEIU



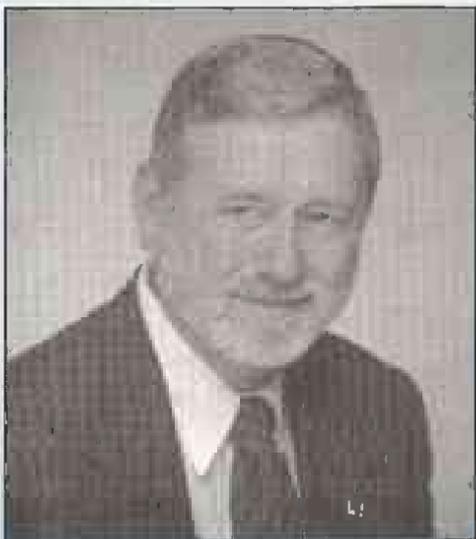
Paul Hutchings, 1945-1953



Howard Coughlin, 1953-1979



John Kelly, 1979-1994



Michael Goodwin, 1994-present

# The Early Years . . .

**1906** *Henry Ford begins manufacturing the Model T (available in any color, as long as it's black).*

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 passes the National Recovery Act giving employees the right to organize and bargain collectively. The act was later declared unconstitutional. Hitler becomes Chancellor of Germany. Dachau concentration camp opened. The 21st Amendment is ratified, re-legalizing the manufacture, sale and transportation of liquor in the United States.*

Office Employees, Federal Labor Union No. 11773, in St. Louis for the first time sends out a call for a national union.

Castens Packing organized in Tacoma, Wash. under George Firth; in 1936 it was finally chartered as Federal Union No. 20360 (later to become OPEIU Local 23).

**1935** *The Wagner Act is passed making collective bargaining part of U.S. labor policy; it is declared constitutional in 1937.*

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

**1937** *Amelia Earhart is lost at sea. Steel and auto gain first big contracts.*

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

The AFL at its convention in Denver creates 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 form the Pacific Northwest Conference of Office Employees, which eventually develops into an international council.



The first director of organization, Henderson B. Douglas, "on the stump" organizes for the union.

**1938** *National minimum wage enacted in U.S. Germany invades Czechoslovakia. A massive, coordinated attack carried out on Jews throughout the German Reich Nov. 9-10 (known as Kristallnacht or The Night of Broken Glass).*

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

**1939** *Hitler invades Poland. France and England declare war on Germany.*

On April 2 the West Coast locals meet and form the Pacific Conference of Office Workers.

On June 25 Harry Beach drowns in a boating accident. J. Howard Hicks succeeds to the leadership of the Portland local.

**1940** *France, Norway, Belgium, Luxembourg and Netherlands fall to German blitzkrieg. Winston Churchill becomes British Prime Minister. Richard and Maurice McDonald of Glendora, Calif., open a drive-in near Pasadena selling hamburgers.*

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

**1942** *Enrico Fermi's team initiates the first controlled nuclear chain reaction in a converted squash court at the University of Chicago. Mass murder of Jews by gassing begins at Auschwitz extermination camp. First Japanese-Americans sent to U.S. "relocation camps." Battle of Midway. Bataan Death March in Phillipines kills 5,000 American POWs. U.S. troops in the Phillipines surrender to Japan.*

A new federal charter is 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 convene in Chicago to establish a formal international council, the first step towards an international union. AFL Secretary-Treasurer George Meany convenes the conference and AFL President William Green addresses it. "The International Council of Office Employee Unions" establishes a constitution and by-laws and elects Howard Hicks its President and Paul Hutchings its Secretary-Treasurer.

**1943** *German invasion of Russia turned at Stalingrad. German and Italian troops in North Africa surrender to the Allies. Italy falls to U.S. troops and declares war on Germany.*

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

The International Council opens its first office headquartered at 827 Fourteenth St., NW, Washington, DC. The first issue of *The Office Worker* appears in 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, and Oscar Bloodworth in Florida, among others.

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

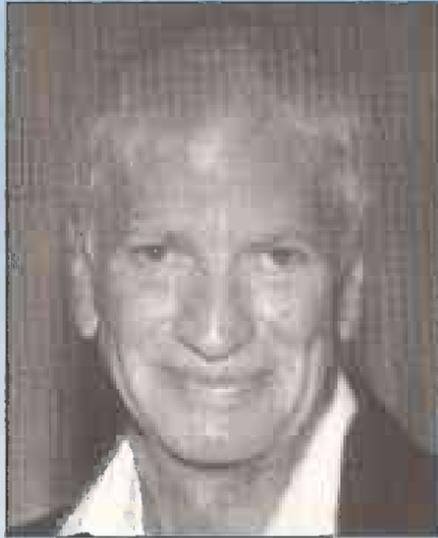


Union National Bank, St. Louis, Missouri.

## Canadian Directors



Romeo Corbeil, 1977-1983



Fred Trotter, 1983-1986



Michel Rousseau, 1986-1989



Anne Harvey, 1989-1990



Michel Lajeunesse, 1990-present

**1944** *Allied Forces invade Normandy. Liberation of Paris. U.S. recaptures the Phillipines. Penicillin mass-produced.*

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

**1945** *President Roosevelt and Chancellor Hitler die in April. Truman becomes President. Germany (May 7) and Japan (Aug. 14) surrender to Allied Forces. U.S. drops atomic bomb on Hiroshima and Nagasaki.*

On January 8th, 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 attend 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.

**1946** *Strike by 400,000 mine workers begins; other industries follow. In a famous Canadian arbitration award, Justice Yvan Rand rules that all employees in a bargaining unit must pay the equivalent of union dues, whether or not they are union members. The award settles a bitter strike involving Ford Motor Co. in Windsor, Ontario and the United Auto Workers. The landmark decision has come to be known as the "Rand Formula" and provided a new form of union security.*

Hollywood studio unions (Film Office Workers Guild and the Screen Office Guild) merge and affiliate with OEIU as Local 174. Wall Street's stock exchange local joins OEIU and is chartered as Local 205.

The first Canadian Conference is held in Toronto. Nine local unions send representatives. The first major contract for OEIU in Canada is signed with International Paper Co. during the conference.

At the March Convention in Milwaukee, there is a call for a "Million Dollar Fund" to organize clerical workers. The fund — to be raised by the AFL and other unions — never materializes.

Organizing: Electric Boat (Groton, CT, Local 106); 20th Century Fox (Local 174); Kimberly Clark of Canada (Kapusksing, Ont., Local 166).

**1947** Jackie Robinson breaks baseball's color barrier. Overriding President Truman's veto, Congress passes the Taft-Hartley Act, eliminating the unconditional right to strike.

Howard Coughlin challenges Paul Hutchings to the presidency at the Convention held in Chicago. C.H. Attebury of Tacoma challenges Howard Hicks. Delegates narrowly reelect Hutchings and Hicks. At that same convention, Marcel Francq of Montreal convinces the delegates of a need for a Canadian vice president, and Region V is created.

**1948** Israel declares independence. Bell Labs invents the transistor, paving the way for computers and portable stereo amplifiers. House Committee on Un-American Activities starts looking everywhere for communists.

OEIU Local 205 strikes the New York Stock Exchange, Curb Exchange and several brokerage houses.

Because of financial constraints, by local union referendum (the first ever conducted), it was decided to dispense with the 1948 convention.

Organizing: Gales Products Co. (Galesburg, IL, Local 221); Blue Cross (Newark, N.J. Local 32).

**1949** The Soviet Union detonates its first nuclear device.



Secretary-Treasurer Howard Hicks raises General Counsel Joseph Finley's hand in a sign of victory after the U.S. Supreme Court ruled in OPEIU's favor and overturned NLRB's refusal to assume jurisdiction over labor unions.

Union holds its convention in St. Louis, Mo. Lucien Bruneau of Local 191 becomes the first Canadian officer of the International Union.

**1950** U.S. Army seizes all railroads on Truman's order to prevent a general strike. U.S. sends military advisors to Vietnam. North Korean troops cross 38th Parallel. Under U.N. auspices, troops sent to defend South Korea.

Organizing: Sandia Corporation in Albuquerque organizes August 30 under Local 251; gains first contract in 1951. Blue Cross (Buffalo, Local 212); Harry Stevens at Yankee Stadium (New York, Local 153).

**1951** Julius and Ethel Rosenberg are sentenced to death for wartime espionage. Fighting ends in Korea. The Japanese Peace Treaty is signed.

The first written International Union contract is reached with the Tennessee Valley Authority. International Union convention held in Toronto, Ontario.

Organizing: Consolidated Vultee Aircraft; AG Spaulding (Chicopee, Mass., Local 269); Blue Cross (Milwaukee, Local 9); 1300 administrative employees in the New York City hotels (Local 153); Maidenform (Bayonne, N.J. Local 20); St. Regis Paper and Consolidated Paper (Quebec, Local 265); Curtiss-Wright Propeller & Electronics (Patterson, N.J. and Buffalo, N.Y.); Twin cities Arsenal (Minneapolis, Local 12); Lone Star Ordnance (Texarkana, Texas).

**1952** Television transmission begins in Canada. U.S. seizure of the nation's steel mills is ordered by Truman to avert a strike; ruled illegal by the Supreme Court.

Education conferences are held to train local union staff and officers.

Organizing: City of Hope (Los Angeles, Local 30); Federal Cartridge (Minneapolis, Local 12); Southern Union Gas (Galveston, Local 27); Cutter Labs (Oakland, Local 29); Pantex atomic plant (Amarillo, Local 306); C.W. Sweeney Insurance Consultants (San Francisco, formerly Local 36); McKellar General Hospital (Ft. William, Ontario, Local 81); Pacific Intermountain Express (Oakland, Local 29).

Local 153 in New York City established the first local union defense fund in July.



J. Howard Hicks, 1945-1973



William Lowe, 1973-1983



Romeo Corbeil, 1983-1986



Gilles Beauregard, 1986-present

**1953** OEIU gains its first nationwide insurance contract with Insurance Co. of Texas Group (then Local 45).

Organizing: Day & Zimmerman (Texarkana, Texas, Local 303); B.C. Electric Co. on Victoria Island (affiliation, became Local 300); Kaiser engineering (Hanford, Wash., Local 100); CBS Studios (Local 174); Pacific Intermountain Express (Emmeryville, Local 29); Navajo Freight Lines (Albuquerque, Local 251); Toledo Credit Bureau (Local 19)

At the June 1953 Convention in Cleveland, Ohio, Howard Coughlin is elected OEIU International President. Henderson B. Douglas becomes Director of Organization in August. The first of several organizing conferences begins. A major organizing offensive begins as well. Alastair MacArthur becomes the first full-time OEIU Canadian representative.

**1954** *Nautilus, the first nuclear-powered submarine, is launched in Groton, Conn. The U.S. Supreme Court issues its landmark decision in Brown v. Board of Education of Topeka, stating that racial segregation in public schools is unconstitutional. The first laser is invented.*

The first issue of *White Collar* is published.

Local 1 in Indianapolis celebrates its 50th anniversary as a directly chartered local of the AFL, as does Local 2 in Washington DC.

Organizing: Elk River Coop Power Assn. (Minneapolis, Local 12); St. Regis Paper Co. (Three Rivers, Quebec, Local Local 265); GHI (New York City, Local 153).

**1955** *U.S. agrees to train the South-Vietnamese Army. Rosa Parks refuses to give her seat to a white man on a bus in Montgomery, Ala., sparking the Montgomery Bus Boycott. The American Federation of Labor and the Congress of Industrial Organizations merge to form the AFL-CIO with a combined membership of 15 million. George Meany becomes the new AFL-CIO president. Disneyland opens.*

The union holds its convention in New York City, where the International Union headquarters are moved. Another office is maintained in Washington, D.C.

Organizing: Credit Bureau of Tacoma (Local 23); Pierce County Industrial Medical Bureau (Local 23); B.C. Office Employees Assn. (affiliations with Local 378, Vancouver); Knights of Columbus Insurance (New Haven, Conn., Local 329) reach a first contract after a four-day strike; Vancouver membership of B.C. Electric affiliates with Local 378.

**1956** *Soviet troops suppress democracy movement in Hungary. The Canadian Labour Congress forms as a result of a merger of the Trades and Laborers Congress of Canada and the Canadian Congress of Labour. It has a membership of more than 1 million.*

CIO local unions begin to merge with OEIU. For example, the United Bank Employees Local Industrial Union 1694 merges with Local 153. The International Union establishes the OEIU Welfare Plan, providing health



Polish National Alliance, Chicago, Ill.

benefits, life insurance, and accidental death and disability insurance.

For the first time OEIU invokes Article XX (the no-raiding clause) of the AFL-CIO Constitution against the Newspaper Guild in a campaign for the Minneapolis Star Tribune.

OEIU conducts the first nationwide Blue Cross and Blue Shield organizing campaign. The union already had Newark, Buffalo and Seattle under contract. AFL-CIO President George Meany joins in supporting the campaign.

Organizing: Metro Transit Authority (Boston, Local 6); Amalgamated Bank of New York (Local 153); West Coast Drug (Seattle, Local 8); Oregon Physicians Service (Portland, Local 11); Yarrows Ltd. (Victoria, Local 15); Canadian Car and Foundry (Montreal, Local 57); Sarnia General Hospital (Sarnia, Ont., Local 347); and numerous paper companies in Canada and the U.S.

**1957** *The Soviet Union launches the first satellite, Sputnik, into orbit around the earth. U.S. Congress approves the first civil rights bill since Reconstruction to protect voting rights.*

OEIU wins Supreme Court case guaranteeing the right to bargain on behalf of employees of labor unions in May. The case was argued by OEIU General Counsel Joseph Finley.

The 7th annual convention is held in Minneapolis, Minn. in June. The union membership passes the 50,000 mark. An International Union pension fund is created.

Organizing: Joy Manufacturing (Franklin, Penn., Local 352); Brown Co. (Berlin, N.H., Local 345); Cudahy Bros. Packing (Milwaukee, Local 9); Blue Cross (Milwaukee, Local 225); Remington Rand (Buffalo, Local 212).

**1958** *OEIU charts the Interpreters Guild in 19 July/August. Jimmy Hoffa, president of the International Brotherhood of Teamsters, writes to propose joint organizing campaigns.*

Canadian membership reaches the 5,000 mark.

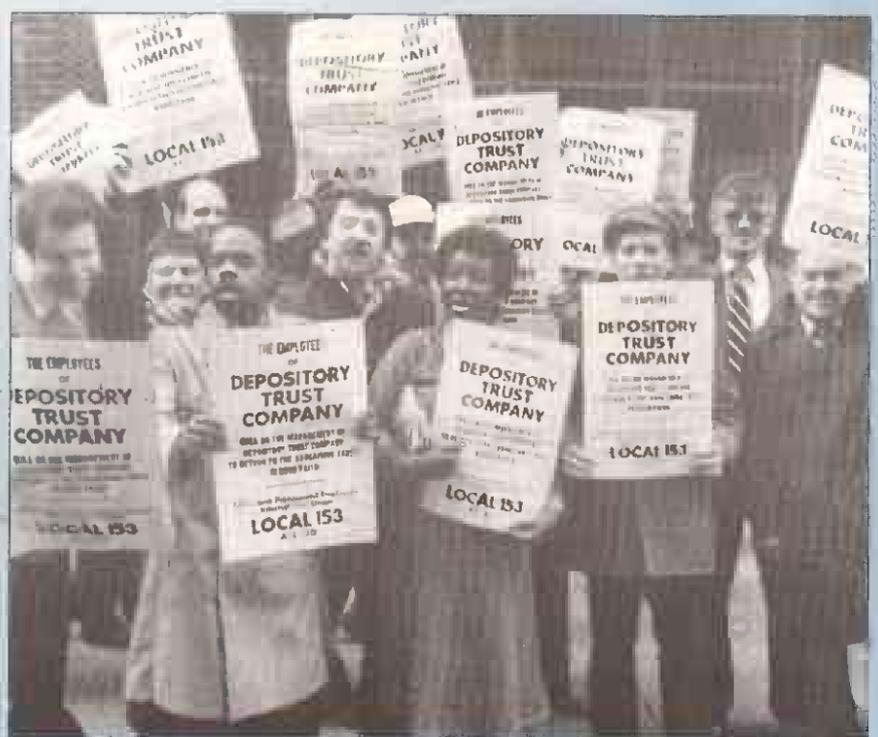
Organizing: East Bronx and Brooklyn Medical Groups (New York, Local 153); five shipping companies (Local 153); the French Line's independent union also votes to affiliate with Local 153; Hunts Food (Fullerton, Calif., Local 30).

**1959** *Alaska and Hawaii are admitted as the 49th and 50th states respectively.*

The 8th OEIU Convention is held in Montreal, Québec. The convention is changed to a triennial meeting, to be held every three years.

Organizing: East Nassau Medical Group, D.C. Andrews and Yonkers Raceway (New York, Local 153); Québec Natural Gas Corp. (Québec, Local 57); RCA Service Co. (Los Angeles, Local 174); International Paper (South Carolina, Local 233).

**1960** *John F. Kennedy becomes the first Roman Catholic elected President of the U.S.*



Depository Trust Co., Wall Street, New York.



Organizing: R. L. Polk Co. (Cincinnati Local 388); Roosevelt University affiliates (Chicago, Local 391); Metropolitan Hospital and Clinics (Detroit, Local 42); three more shipping companies (New York, Local 153).

**1961** *The U.S. severs diplomatic and consular relations with Cuba. The "Invasion of the Bay of Pigs" to overthrow Castro fails. Yuri Gagarin becomes the first human in space, making one almost-complete orbit of the Earth. Comdr. Alan Shepard mans the first U.S. sub-orbital space flight. The Berlin Wall is constructed.*

The union's political action fund — Voice of the Electorate (VOTE) — is established.

Organizing: Detroit Federal Credit Union (Local 42); more shipping companies (Local 153); Blue Cross sales representatives (New York, Local 153); Mueller Co. (Chattanooga, Tenn., Local 179); Banco Obrero and Puerto Rican Industrial Development Company.

**1962** *Lt. Col. John Glenn becomes the first American in orbit. The Cuban Missile Crisis results in Soviet missile withdrawal from Cuba after a U.S. quarantine of the island. Rachel Carson's Silent Spring launches the environmental movement.*

The 9th OEIU convention is held in Kansas City. Former U.S. President Harry Truman addresses the delegates.

Organizing: B. C. Hydro (Local 378); Consolidated Freightways (Denver, Local 5); SeaLand (Puerto Rico); Saskatchewan Government Insurance affiliates (Regina, Local 397).

**1963** *The Reverend Martin Luther King, Jr., delivers his famous "I have a dream" speech to nearly 500,000 civil rights marchers in Washington, D.C. President Kennedy is assassinated in Dallas, Texas. Lyndon Baines Johnson becomes President. Betty Friedan's Feminine Mystique ignites the women's movement.*

The 200 salespeople at Yellow Pages of Bell Canada join OEIU Local 57 (Montreal). This is the first CLC affiliate to win certification for a group at Bell.

Organizing: SeaLand (Oakland, Local 29); shipping (Local 153); Blue Cross (Montreal, Local 57).

**1964** *Universal Old Age Pension adopted by Canadian Parliament. President Johnson signs into law the omnibus civil rights bill, barring discrimination in jobs, public accommodations, etc. U.S. Congress passes the Gulf of Tonkin Resolution authorizing Presidential action in Vietnam. Congress passes the War on Poverty.*

OEIU wages campaign for the four-day work week.

Organizing: Standard Register (Philadelphia, Local 14); Midwest Manufacturing (Galesburg, Ill., Local 221); San Diego Health Assn. (then Local 139); several bakeries and Bakke Steamship Co. (San Francisco, Local 3); Chicago Pneumatic Tool (Ft. Worth, Local 277); Riverview Hospital (Wisconsin Rapids, Local 95).

**1965** *Malcolm X is assassinated in New York City. Canada and the U.S. sign the Auto Pact, providing largely free trade in motor vehicles and parts. The first U.S. combat forces arrive in Vietnam.*

At the 10th convention in San Francisco, OEIU changes its name to Office and Professional Employees International Union (OPEIU). The delegates vote to create an International Union strike fund.

Québec locals forms the Eastern Canadian Council for organizing



Organizing: Owens-Illinois Glass (Waco, Local 277); several credit unions (Detroit, Local 42); Inland Gas. Co. (Vancouver, Local 378); Picatinny Arsenal (Dover, N.J., then Local 142); several credit unions (Hamilton, Ont., Local 290); Ladish Co. (Kenosha, Wis., Local 336); more hotels (New York, Local 153); medical technologists at various hospitals (Oakland, Local 29); Chicago Pneumatic (Franklin, Penn., Local 352); R.L. Polk (Kansas City, Local 320); Grinnell Corp. (Portland, Local 11).

**1966** *Race riots ignite in Detroit, Mich. and Newark, N.J.*

OPEIU cited as leading Canadian white collar union.

Organizing: American Income Life Insurance (Waco, Local 277); Crittenton Hospital (Detroit, Local 417); Avis (Philadelphia, Local 14); Baton Rouge Water Works; Bristol Township schools (Bristol, Penn., Local 426).

**1967** *Canada celebrates its Centennial (100th) birthday. The first Superbowl is played.*

Organizing: Montreal City & District Savings Bank (Quebec, Local 434); Hudson United Bank (Union City, N.J., Local 142); New York Hilton (Local 153); Continental Oil Co. (Ponca City, Okla.); Fordham University (New York, Local 153); Cowlitz General Hospital (Portland, Local 11).

**1968** *Soviet troops suppress a democracy movement in Czechoslovakia. The "Tet Offensive" is launched as North Vietnamese troops attack Saigon. Martin Luther King, Jr. is assassinated in Memphis, Tenn.*



OPEIU's Subcommittee on the Broader Participation of Women on the Executive Board. Vice President Ex-Officio Millie Hall is not shown.

*Robert F. Kennedy is assassinated in Los Angeles, Calif. Peace talks begin in Paris on Vietnam. Canada implements Medicare. British Columbia and Saskatchewan are the first provinces to join; all other provinces soon follow.*

The union holds its convention in Philadelphia, Penn. Arthur Lewandowski becomes Director of Organization.

Organizing: Canadian membership passes 11,000; Trust Co. of New Jersey (Local 142); American Linen Supply (Minneapolis, Local 12); R. L. Polk (Los Angeles, Local 30); Kaiser Medical (San Diego, Local 443).

**1969** *Neil Armstrong becomes the first man to set foot on the moon. The Woodstock rock festival draws more than 500,000.*

OPEIU International Executive Board creates the Henderson B. Douglas Award ("Doug Award") to be given annually to that individual or local union organizing the most new members.

Organizing: Lakehead University (Lakehead, Ont., Local 81); Purolator (Toronto, Local 131); U.S. and Canadian paper companies; Institute for the Blind (Regina, Sask., Local 397).

**1970** *U.S. forces enter Cambodia. U.S. National Guardsmen kill four Kent State students protesting the war in Vietnam. President Richard M. Nixon names the U.S.'s first two female generals.*

Organizing: Stelco Credit Union (Toronto, Local 343); Northwest Natural Gas Co. Medical Group (New York, Local 153); Savannah Electric Power & Gas; Centerville Clinics (Pennsylvania); Group Health Association (Washington, D.C., Local 2); Springhill Bank & Trust Co. (Springhill, La., Local 411); Blue Cross (Milwaukee, Local 9).

**1971** *The 26th Amendment to the U.S. Constitution is ratified, lowering the voting age to 18.*



"OPEIU Campers."

OPEIU holds its convention in Miami. A committee is appointed to study strengthening Canadian autonomy and representation.

Organizing: City of Ellensburg (Seattle; Local 8); Clark County, Wash. (Local 11).

**1972** *Nixon visits the People's Republic of China and begins normalization of relations. The Equal Rights Amendment is approved by the Senate and sent to the states for ratification. U.S. troops begin to withdraw from Vietnam. Nixon makes the first U.S. Presidential visit to Moscow, gaining a strategic arms pact. The Watergate burglars are arrested.*

Associated Unions of America (AUA), an independent union representing 3,000 office, technical and clerical employees (Northwest Mutual Life Insurance, Cutler Haramer, Ladish, etc.), merges with OPEIU.

Organizing: Long Island University, Brooklyn (Local 153); school boards and districts and Caisse Populaire, St Gregoire (Montreal, Local 57); Blue Shield (San Francisco, Local 3); San Francisco Museum of Art (Local 3); National Bank of Washington (Local 2); Brooklyn Polytechnic University (Local 153); Long Island University, Southampton (Local 153); Brownsville General Hospital (Centerville, Penn., Local 457); Victoria Hospital (London, Ont., Local 468); Community Health Care Center (New Haven, Conn.).

**1973** *In Roe v. Wade the U.S. Supreme Court declares that laws prohibiting abortion during the first three months of pregnancy are in violation of the 4th Amendment. The Vietnam peace pact is signed. North Vietnam begins releasing American P.O.W.s. The end of the U.S. military draft is announced.*

Hypnotists Local 469 chartered in Pittsburgh, Penn.



John Kelly, former OPEIU International President, marching with Cesar Chavez, president of the United Farm Workers Union.

Organizing: Pacific School of Dentistry (San Francisco, Local 3); several school boards (Montreal, Local 57); Pratt Institute (New York, Local 153) security guards in New York City's hotels (Local 153); Clark Steamship Co. (Montreal, Local 57); University of San Francisco (Local 3).

**1974** *Congress prepares for impeachment proceedings against President Nixon. Nixon resigns. President Gerald Ford gives Nixon an unconditional pardon.*

The Union's convention takes place in Miami Beach. Romeo Corbeil is elected Canadian Director of the International Union.

Organizing: Muskegon Heights Board of Education (Local 353); Delaware Housing Authority (Local 14); Tacoma Housing Authority (Local 23); Hypnotists Local (Philadelphia, Local 476); University of Southern California Central Library System (Local 30); school districts (Locals 12 and 39); Kimberly Credit Union (Vancouver, Local 15); Camas police and city employees (Portland, Local 11); Hofstra University (New York, Local 153); Clark County Sheriffs (Local 11); Sydenham District Hospital (Sarnia, Ont., Local 347); Insurance Corp. of B. C. (Local 378).

**1975** *U.S. civilians evacuated from Saigon. Bill Gates and Paul Allen start an informal software partnership called Micro-soft. The Ebola virus first appears in Zaire.*

Organizing: Detroit Osteopathic Hospital (Local 417); Teachers Credit Union (Memphis, Local 367); Richland Police Dept. and Ft. Vancouver Regional Library (Portland, Local 11); National Council of Senior Citizens (Local 2).

**1976** *The U.S. celebrates its Bicentennial (200th) birthday. Parti Quebecois wins majority of seats in the provincial parliament and raises possibility of Québec seceding from Canada. CLC Day-of-the-Protest against wage controls is supported by more than one million trade unionists in Canada. OPEIU membership support is very strong.*

New York's Local 205 — the Wall St. local — merges with Local 153.

Organizing: Western Clinic (Tacoma, Local 23); Spring Lake Park Special District (Local 12); C.W. Post campus of Long Island University (Local 153).

**1977** *Egyptian President Anwar Sadat speaks to the Israeli Knesset, signaling an end to almost three decades of hostilities.*



The 14th OPEIU Convention takes place in Los Angeles. Voice of the Electorate President's 100 Club is launched — composed of those members, staff and officers who contribute \$100 or more annually to the union's political action fund.

U.S. court rules that the General Dynamics plant in Ft. Worth, Texas is a "federal enclave." That means federal law supersedes the state's right-to-work law, and Local 277 can negotiate agency shop.

Organizing: Shامانيا County Employees (Portland, Local 11); Blue Shield (Milwaukee, Local 9); Seton Hall University (New York, Local 153); Blue Cross (Oakland, Calif., Local 29).

**1978** *Al Gore coins the phrase "information highway." The U.S. signs a treaty with Panama, pledging to turn over control of the Panama Canal in 1999. The longest coal strike in U.S. history ends on the 110th day.*

Organizing: Caisse Populaire Offices (Montreal, Local 57); Oberlin College (Local 502); Ocean County, N.J. (Local 14); Georgetown University Community Health Plan (Local 2); Group Health Association of Northeast Minnesota (Local 12); Bank of Nova Scotia (Vancouver, Local 15).

## AFL-CIO joins OPEIU in fight for Credit Union Membership Access Act

The AFL-CIO passed a resolution to support the Credit Union Membership Access Act (H.R. 1151) — leading to the successful passage of this measure in the House of Representatives.

Following is a letter from Chuck Eikel, a member of Local 39 and a member of the CUNA Mutual Bargaining Unit. Brother Eikel worked with the International to fight for passage of this vital piece of legislation.

April 1, 1998

Dear OPEIU:

We did it! Your efforts within the AFL-CIO Executive Council helped convince Congress that H.R. 1151 is a worker and consumer issue. The House just voted 411 to 8 to pass the bill. Thanks to the OPEIU for giving me a forum in Minneapolis last October at the Educational Conference.

It was wonderful to see how passionate OPEIU was about the importance of this legislation and the amount of time and energy the staff put into this effort. All of us at Local 39, especially those of us who work at credit union organizations — CUNA & Affiliates, CUNA Mutual Group, World Council of Credit Unions and CUNA Credit Union — thank the International staff of OPEIU. We also want to recognize the AFL-CIO Executive Council for its stunning resolution.

It's a great day for American workers, consumers and credit union members. Again, thanks.

Now, on to the Senate!

Chuck Eikel

OPEIU Local 39, CUNA Mutual Bargaining Unit

## AFL-CIO urges support of America's credit unions

At the urging of OPEIU, the following resolution was passed on March 20, 1998 by the AFL-CIO Executive Council:

“Whereas, the U.S. Supreme Court has overturned a 1982 federal government policy that provided employees of small businesses and organizations access to credit union membership by allowing credit unions to include multiple groups in their fields of membership; and

Whereas, approximately 114,000 small groups of employees have gained access to credit union membership under this policy; and

Whereas, credit unions are a good deal for working people. Compared with banks, the fees and the interest rates they charge borrowers are lower, and the interest rates they pay depositors are higher. In contrast to how banks treat their customers, all credit union members are treated the same, regardless of the size of their account. Most importantly, as member-owned financial cooperatives, credit unions are democratically

controlled by, and accountable to, their members. Banks, in contrast, are owned by their stockholders and are in business solely to make profits; and

Whereas, this diversification has provided additional security and soundness to credit unions as it has also provided membership access to many Americans with low or modest incomes; and

Whereas, America's not-for-profit credit unions have provided a safe and affordable alternative to expensive for-profit banking for 70 million American workers since 1909; and

Whereas, America's banking institutions are waging war on credit unions. Both in court and in Congress, banks are trying to stamp out credit union “competition” and deny millions of American consumers access to affordable credit union financial services; and

Whereas, the AFL-CIO believes that American consumers have the right to choose to entrust their families' financial business to a credit union; and

Whereas, according to the Consumer Federation of America, “credit unions provide enormous benefits for consumers, particularly those with low incomes;” and

Whereas, Dan Mica, president of the Credit Union National Association, has observed that “AFL-CIO members are typical of the hard-working Americans for whom credit union membership is an important asset;” and

Whereas, the labor movement has supported credit unions for more than 60 years. As early as 1936, the American Federation of Labor was providing assistance and encouragement to local labor organizations interested in establishing credit unions. By 1954, AFL unions alone had established and were operating 476 credit unions; therefore

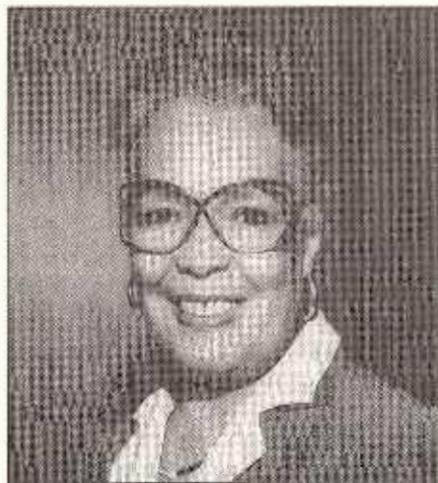
Resolved, the AFL-CIO supports the “Credit Union Membership Access Act,” presently under consideration in Congress, as an important first step in assuring that credit unions can continue to grow, free from artificial constraints, and thus meet the needs of American workers and their families.”

## Emeritus status to be conferred on Combs and Walker

As this issue went to press, it was announced that the International Union Executive Board will confer Vice President Emeritus status on Carolyn Combs and Michael Walker. Both served with distinction in their local unions and as members of the International Union Executive Board from Region VII. Combs served as Secretary-Treasurer for Local 391 in Chicago, Illinois since 1950. She was appointed in 1996 as Chairperson of the Subcommittee on the Broader Participation of Women on the International Union Executive Board, a position she continues to hold. She has been an activist in her local and the labor movement for her entire adult life.

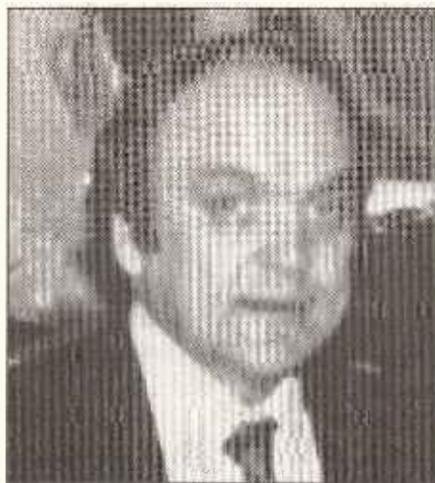
Walker began his OPEIU career as a result of his employment at Blue Cross in Milwaukee, Wisconsin. He helped the employees organize into Local 9 and later became Business Representative. In 1973 he became an International Union Representative and has been recognized by the OPEIU for his achievements.

Both Combs and Walker were elected



Carolyn Combs

International Vice Presidents in 1986 and served in that capacity for ten years. During their tenure on the Executive Board, both served on various committees charged with making recommendations to the full board. Their service on the board was very much appreciated.



Michael Walker

Recognition and appreciation for their service will be expressed with a presentation at the Convention.

Combs is enjoying her retirement in Minneapolis, Minnesota and Walker enjoys his with his family in Milwaukee, Wisconsin.

### WHITE COLLAR

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OFFICE AND PROFESSIONAL EMPLOYEES  
INTERNATIONAL UNION  
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<http://www.opecu.org>

MICHAEL GOODWIN President  
GILLES BEAUREGARD Secretary-Treasurer



GWEN WELLS  
Managing Editor

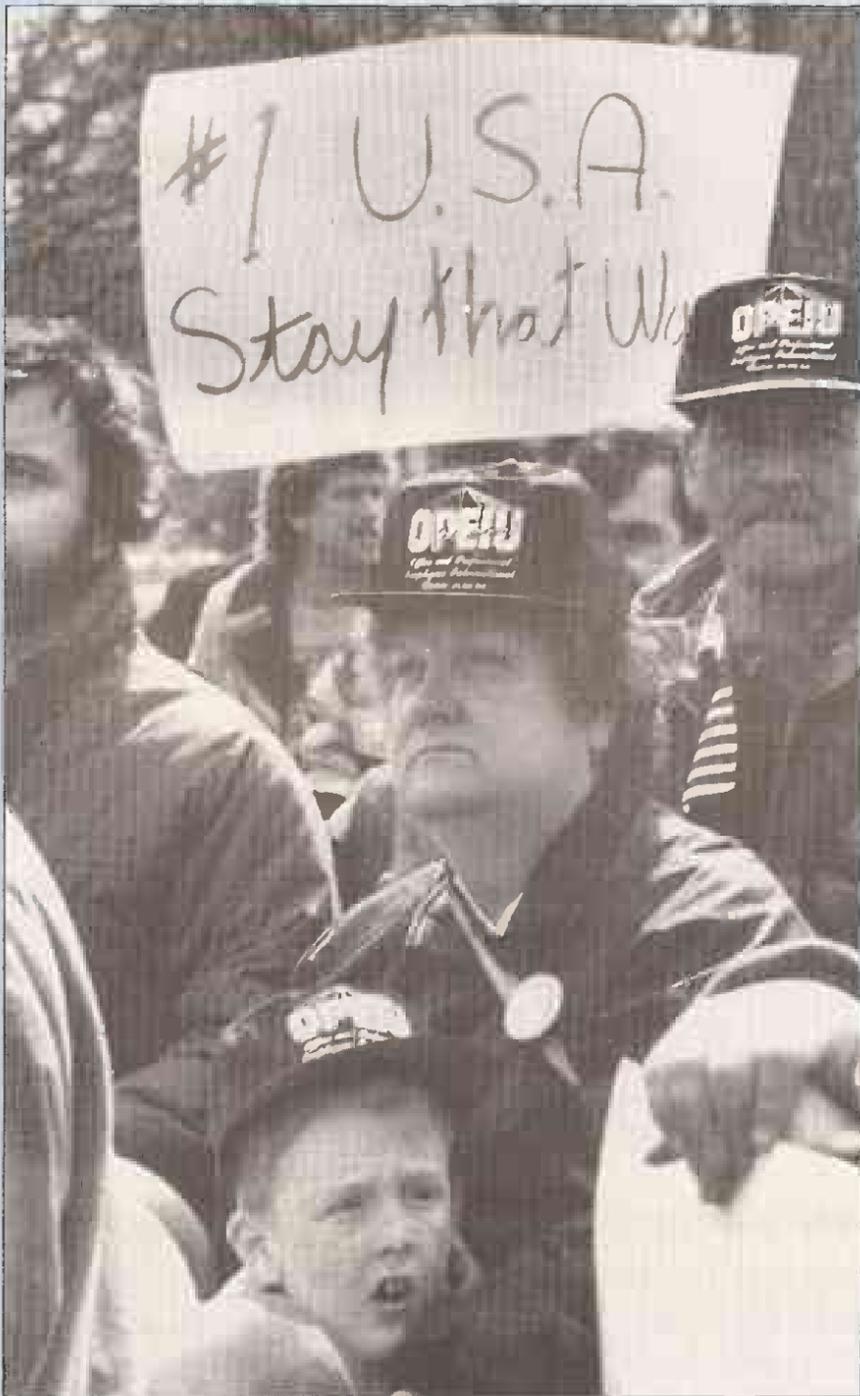
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Electric Boat, Groton, Conn.

**1979** *The first major nuclear reactor accident occurs at Three Mile Island, Penn. Iran's dictator, Muhammad Reza Pahlavi, is overthrown in a revolution led by Shi'ite Muslim clergymen. Militant students storm the U.S. Embassy in Teheran, capturing more than 52 Americans, and holding them hostage for 444 days.*

First convention of Canadian division of OPEIU is held in Ottawa. Delegates establish the Canadian Consultative Committee to assist the Vice Presidents. Howard Coughlin retires and the union's executive board elects John Kelly International President.

Organizing: Group Health Insurance, Florida (Local 153); Wesleyan University (Local 153); Saginaw, Mich. County Employees; East Tennessee Baptist Hospital (Knoxville, Local 475); American Red Cross (Lansing, Mich., Local 459); Passaic County employees (Local 153); Lafayette College (Philadelphia, Local 14); Oberlin College Office and Professional Employees (Oberlin, Local 502).

**1980** *Ronald Reagan is elected President. A gunman shoots and kills John Lennon. IBM introduces the IBM PC, starting the personal computer revolution.*

OPEIU holds its 15th Convention in New York City. John Kelly is elected International President. OPEIU membership reaches 125,000.

Delegates of Convention adopt a resolution thanking Canada for sheltering six Americans and saving their lives in Tehran, Iran (1979).

**1981** *Sandra Day O'Connor becomes the first woman on the U.S. Supreme Court. Inflation in the U.S. hits 14 percent. First U.S. Secretaries Day.*

OPEIU locals throughout the United States travel to Washington, D.C. to participate in Solidarity Day.

Organizing: Golden Gate University (Local 3); Washington Metropolitan Transit Authority (Local 2); Dowling College Organized and Fairleigh Dickinson (Local 153).

**1982** *Local 251 wins historic agency shop in right-to-work state of New Mexico. Employees of Sandia Laboratories vote two-to-one to ratify contract. Members of Local 434 in Montreal gain agreement providing breakthrough in maternity leave.*

Organizing: City of Richmond Police Department (Local 11); and Coca Cola (Local 179).

**1983** *Three hundred U.S. and French troops are killed in Beirut when a suicide bomber drives a truck filled with explosives into their barracks.*

International Executive Board elects Romeo Corbeil to office of secretary treasurer by unanimous vote. Corbeil had long history as organizer, representative, vice president and Canadian director.

Canadian Labor movement launches Solidarity Day protesting reactionary legislative proposals. Solidarity Day III is conducted in Vancouver, B.C. Some 50,000 trade unionists participated, including members of Locals 378 and 15.

**1984** *The U.S. Center for Disease Control announces that a newly isolated virus called H.I.V. is the cause of AIDS.*



Rebecca Carballo, (second from left), Local 29 member from Hayward, Calif., and her brother, Steve Klups, on Wheel of Fortune's 1997 "America's Working Family" series. Carballo won more than \$20,000 and a union-made Harley-Davidson motorcycle.

OPEIU sues TVA for sex discrimination on behalf of its female members. TVA had implemented pay schedules that would lead to higher increases in male-dominated job titles.

Howard Coughlin, founder and builder of the International union, passes away after a lifetime of service to the OPEIU. Coughlin served on presidential advisory commissions on education and equal opportunity. He also served as chair of the American Arbitration Association.

**1985** Local 2 achieves first contract with the Washington Metropolitan Area Transit Authority. Thousands of members strike Local 153 Depository Trust on Wall Street, the hotel industry in New York City and East Nassau Medical Group. Local 153 successfully resolved all three strikes, winning major gains for its members.

Local 12 members take on employer Minnegasie in shareholder proxy battle and emerge victorious when OPEIU activist John Shand is elected to Diversified Energies' Board of Directors.

Organizing: Monmouth College (Local 32).

**1986** *The largest nuclear accident in history occurs at Chernobyl in the Soviet Union. Space Shuttle Challenger explodes shortly after take-off, killing all aboard. The Irangate scandal breaks.*

OPEIU Local 57 conducts a major bank strike at 26 Caisse Populaire locations. After a lengthy strike, a successful settlement is reached.



OPEIU Local 153 rallies for Wheeling-Pittsburgh strikers in New York City.

International Secretary-Treasurer Romeo Corbeil retires after a long career of service to OPEIU. Gilles Beauregard is elected Secretary-Treasurer.

Delegates to the 1986 convention establish a scholarship fund for members and their dependents, and adopt a policy statement stating the union's mission and philosophy.

Organizing: Ozaukee County (Local 35).



OPEIU Local 397 members demonstrating for Pay Equity legislation in Regina, Saskatchewan.

**1987** OPEIU begins participation in Union Privilege program, paving the way for the OPEIU MasterCard.

As a result of a settlement of a lawsuit filed by OPEIU, thousands of OPEIU's female members at the TVA receive a total of \$5 million in pay equity raises.

OPEIU conducts education conferences where participants learn how to lobby on behalf of members and their families.

San Diego Hospital workers win their first contract. OPEIU members at the New York Stock Exchange strike for improved pension and health care benefits. Local 1 celebrates its 80th anniversary.

Organizing: Highway Traffic Board (Local 39).

**1988** OPEIU rallies with thousands to bring about legislation sympathetic to the needs of working families. Members throughout the U.S. travel to Washington, D.C. for Family Day.

Winners of OPEIU's Howard Coughlin Scholarship competition are announced.

**1989** *Chinese troops open fire on students protesting for democracy in Tiannamen Square.*

OPEIU rallies its support for Eastern Airlines workers at LaGuardia and Miami International airports.

**1990** *The Berlin Wall falls. Iraqi troops invade Kuwait.*

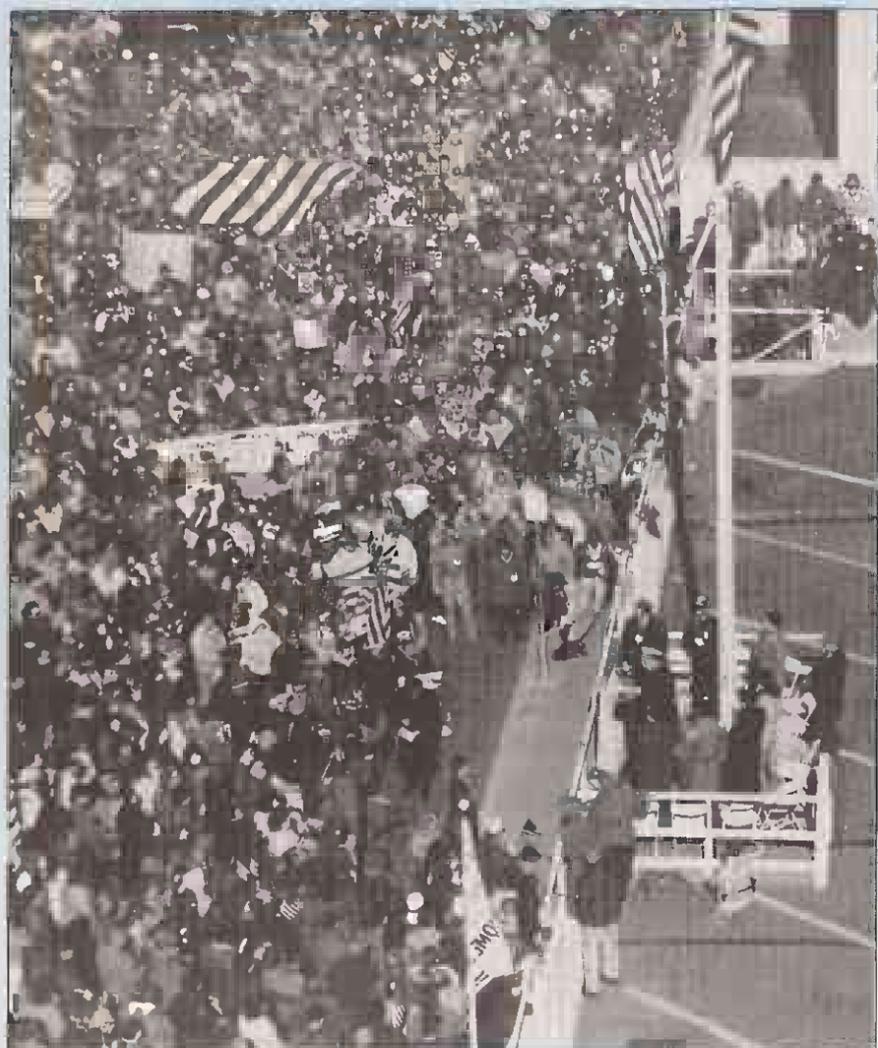


OPEIU President John Kelly, Vice President Jim Sheridan, Secretary-Treasurer Gilles Beauregard and others in front of the U.S. Supreme Court.

Local 8 wins an election to represent American workers at Sea Mar. Election is monumental achievement as Sea Mar is only the second group in Washington state to be represented.



Delegates to the 1988 Canadian Labour Congress Convention.



Thousands of Electric Boat Workers rally in support of U.S. troops in the Persian Gulf.

**1991** *U.S. led military blitz expels Iraq from Kuwait. A coup attempt against Mikhail Gorbachev fails, but precipitates the collapse the Soviet Union.*

OPEIU again rallies its activists to participate in Solidarity Day II. Activists traveled from as far away as California to stand up for American working families. OPEIU members braved 97°F temperatures to make a statement to George Bush and House Republicans about workplace fairness and striker replacement.



John Kelly leads union marchers at the massive Solidarity Day II rally in Washington, D.C. in August 1991.



**1992** *Riots rock South Central Los Angeles following the Rodney King verdict.*

OPEIU backs William J. Clinton in his victorious presidential race against George Bush. OPEIU delegates convene at the 19th convention of the OPEIU under the banner "Solidarity Works." They develop policies on sexual harassment, free trade and striker replacement.

**1993** *Israel and the Palestinian Liberation Organization accept the Oslo Accords as a framework for negotiating a comprehensive peace in the Middle-East.*

Trade unionists travel by bus throughout Canada to participate in a mass demonstration on Parliament Hill known as "Festival for our Future."

Organizing: Teledirect (Local 57).



Québec and Ontario members prepare to march on Parliament Hill.



OPEIU President Michael Goodwin stumping in New York City.

**1994** *For the first time in decades, the Republican Party seizes control of both the U.S. House and Senate.*

International President John Kelly passes away. Kelly, who started his career as an organizer, steered the OPEIU through the turbulent '80s and developed programs on education and organizing.

International Executive Board elects Michael Goodwin to succeed Kelly. Goodwin, who also began as an organizer, rose through the ranks of Local 153, serving as its business representative, secretary-treasurer and, ultimately, its business manager.

**1995** *OPEIU celebrates its 50th Birthday. The O.J. Simpson murder trial becomes the media event of the century.*

Urging OPEIU delegates to "invest in their future," International President Michael Goodwin launches a coordinated, nationwide organizing program. Goodwin is elected Vice President of the National AFL-CIO. OPEIU establishes the Models Guild.

OPEIU names a scholarship fund in honor of John Kelly. Romeo Corbeil passes away after a lifetime as the architect of the Canadian sector of the OPEIU.

OPEIU Regional Director Ed Darcy and local organizers win representation rights for a bargaining unit of 1100 in Florida by a two-to-one margin.



Local 2 member Lourdes Kistler, wife of OPEIU's Director of Field Services Kevin Kistler (second from left) at a "America Needs a Raise" rally in the Capitol. Pictured with her are (from right to left) AFL-CIO President John Sweeney, AFL-CIO Secretary-Treasurer Richard Trumpka, and AFL-CIO Vice President Linda Chavez-Thompson.

**1996** OPEIU activists rally to support the AFL-CIO's "America Needs a Raise" campaign. Two thousand members participate in a rally in Manhattan's financial district.

OPEIU trade unionists travel to Washington to "Stand for Children" on the capitol mall.

Caravans of women in cars and buses converge on Ottawa to take part in rallies intended to focus attention on the need for job creation, job training, national day care programs and increased federal minimum wage.

OPEIU Registered Nurses march on the Capitol to alert the public to the dangers of a volatile health care environment.

**1997** Thousands of podiatrists join OPEIU, forming the First National Union for Doctors. The Federation of Catholic Teachers (FCT), representative of 3,000 teachers, affiliates with Local 153.

**1998** Eleven thousand National Federation of Clinical Social Workers affiliate with OPEIU. The Pennsylvania Nurses Association affiliates with OPEIU, adding 2,500 new members.

# Who's Who in OPEIU

Continued from page 8

## Administrative Staff

The administrative staff in the Office of the President makes sure that everything runs smoothly, helps answer member inquiries, assists in research, organizes and maintains records, and much more.



Colleen Pederson,  
Administrative Assistant to the  
International President.



Victoria Tirado-Roman, Adminis-  
trative Assistant to the International  
Research and Education Director.



Beth Bauman, Administrative  
Assistant to the International  
Director of Organization.

## Office of the Secretary-Treasurer

The Office of the Secretary-Treasurer administers all International Union accounts, financial reporting requirements for the International and local unions, the pension and welfare programs for the union, the strike benefit and defense fund, the union's scholarship programs, and relief funds (for a total of 15 funds), all detailed records management for the International Union, the Voice of the Electorate program, the union's triennial convention, and many more duties.

The Secretary-Treasurer's office prepares detailed quarterly and annual cash receipts and disbursements reports, which are submitted to the principal Officers of all Local Unions and the International Union Officers. An annual cash receipts and disbursements statement indicating the balance sheet of Canadian revenues and expenditures is submitted to all members of the Executive Board and to the principal Officers of all Canadian Local Unions. In addition, our Executive Board is given comprehensive financial reports for the period between each meeting. Our International Union uses conventional and widely accepted accounting practices.

## Staff in the Office of the Secretary-Treasurer



Joan Anderson  
Welfare Benefit Coordinator,  
1972 to the present.



Mary Foki  
Senior Audit Clerk,  
1969 to the present.



Ulrike Cordes  
Computer Operator/Accounting Clerk,  
1989 to the present.



Geoff Palmer  
Purchasing Agent,  
1996 to the present.



Barbara Devine  
Receptionist,  
1982 to the present.



Tina Roberson  
Senior Bookkeeper,  
1988 to the present.



Juliette Fisher  
Systems/Personnel Manager,  
1983 to the present.



Lana Sullivan  
Admin. Asst. to the Sec.-Treas.,  
1978 to the present.

Sandra Rose, Benefits Coordinator, 1967 to the present. (No photo available.)  
Joan Turner, Accounting Clerk, 1997 to the present. (No photo available.)

From the desk of President Michael Goodwin



## MemberGram

Yes, sign me up to receive the MemberGram whenever hot topics come up. I want to be kept informed on issues, activities, and decisions that affect me, my family and my local union.

Name \_\_\_\_\_ Local Union \_\_\_\_\_

Social Security # \_\_\_\_\_

Address \_\_\_\_\_

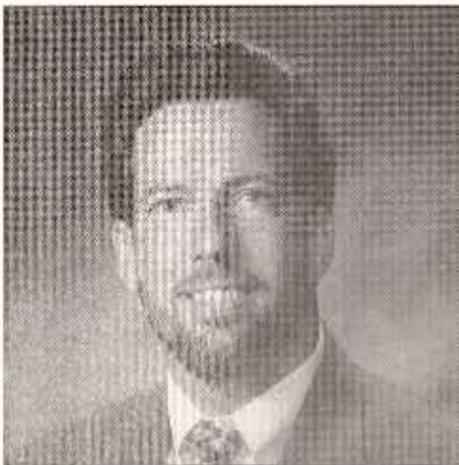
Phone (Daytime) \_\_\_\_\_ (Evening) \_\_\_\_\_

FAX \_\_\_\_\_

Complete and send to:  
MemberGram, OPEIU, 1660 L Street, N.W., Suite 801, Washington, DC 20036

## Members of the General Executive Board

### Vice Presidents

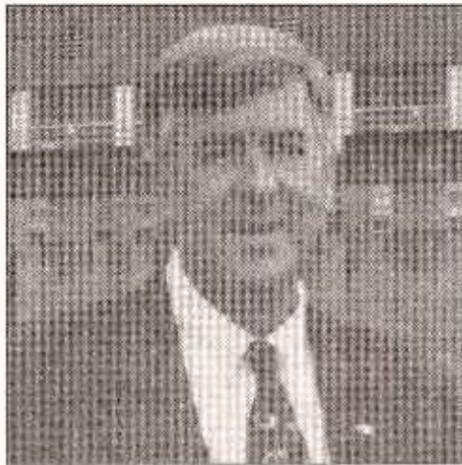


Walter Allen Jr.

Walter Allen Jr. is an International Vice President and Business Manager with Local 6 in North Quincy, Mass. He is a Vice President of the Executive Council of the Massachusetts AFL-CIO, and President of the Plymouth-Bristol Central Labor Council. He is also a delegate to the Greater Boston Central Labor Council.

Allen is very involved in his local community groups, and is a board member of the Old Colony United Way of Massachusetts, the University of Massachusetts Labor Education Center, the Blue Cross Blue Shield of Massachusetts, the Martin Institute for Law and Justice at Stonehill College, the Boston Labor Guild, and the Labor Relations Institute of Quincy College.

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



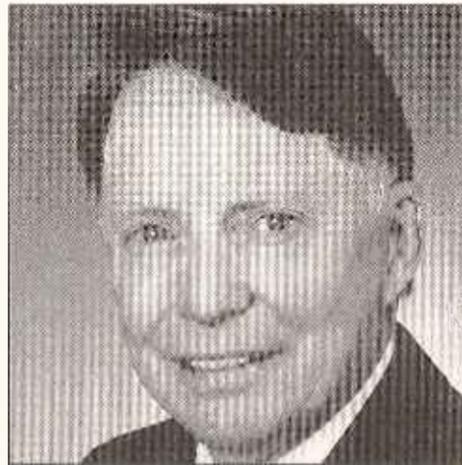
Thomas Babb

Thomas Babb has been a union member working for the Tennessee Valley Authority for 26 years. The last 18 years he has been a member of OPEIU, Local 119. The prior eight years he was a member of the TVA Engineers Association.

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

Babb has served the local members at TVA in numerous capacities: President of Local 119 for the last ten years; Job Steward for six years; and as a delegate to many committees (negotiating, competitive area, flex benefits, salary policy, among others).

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



Clayton J. Beaver Jr.

Clayton Beaver Jr., "Joe," is Secretary-Treasurer and Business Manager of OPEIU, Local 30 and Vice President of the International. Local 30 is a multi-employer local with offices in Los Angeles and San Diego, and represents units such as the University of Southern California, City of Hope, United Way, Hunt-Wesson, Inc., 24 locations of Kaiser Permanente in San Diego and First Financial Federal Credit Union.

Beaver also serves as Vice President of the Los Angeles County Federation of Labor, the Orange County Central Labor Council and the San Diego Labor Community Services Agency. He co-chairs two Taft-Hartley Trust Funds, is on the advisory board of the *San Diego Review* and is a past member of the editorial boards of the *L.A. County Bar Journal* and *L.A. Lawyer*. He is a member of the California Bar Association and has a life credential with the California Community Colleges, where he taught law and real estate.

Beaver, a native Californian, is a graduate of the University of Notre Dame and Loyola Law School, where he served as Executive Editor of the *Loyola Law Review*. He served as a Marine officer in Vietnam and is retired from the U.S.M.C. Reserve.

OPEIU recognized her many talents, enthusiasm and dedication to the members and hired her in 1976 to serve 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.

Since 1995, she has represented OPEIU in Ontario as a Vice President of the Ontario Federation of Labour. In 1995, Best won the International Union Silver Award for organizing activities.

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.



Nick Kapell

Nick Kapell has been employed by Saskatchewan Government Insurance for more than 24 years, and is currently acting as an Out-of-Province Bodily Injury Adjuster in Regina, Saskatchewan.

He is currently Vice President of Region IX, President of Local 397 and Vice President of the Saskatchewan Federation of Labor.

Past positions include Executive and Provincial Council Local 397; Executive Saskatoon and District Labour Council; Board of Directors of the Union Centre Hall Board and Chair of the Education and Women's Committees.



Janice Best

International Vice President Janice Best represents the many locals in the Province of Ontario that comprise 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.

Kathleen Kinnick has served as OPEIU Vice President for Region V since 1977. Also President of Local 3 in San Francisco since '77, Kinnick was recently re-elected to serve another three-year term.

Kinnick was a lobbyist for the California Labor Federation from 1982-1997, pushing for VDT/ergonomic worker protection stan-



Kathleen Kinnick

dards, pay equity, sexual harassment and employment discrimination prohibitions, child care and other worker and family legislation.

Kinnick also serves as a member of the California State Assembly Child Care Committee, the California State Legislature's Comparable Worth Task Force, as Treasurer of the Consumer Federation of California, a member of the University of California at Berkley and Los Angeles Labor Advisory Committees, and is a member of UC Berkley's Labor Occupational Health Program.



Gary Kirkland

Gary Kirkland's background in labor relations spans 29 years and includes local, national and international service.

Kirkland is Executive Officer/Secretary-Treasurer of Local 11 in Portland, Oregon. He was first appointed to that position in 1978 and has been reelected by his membership every three years since.

In addition to his local responsibilities, which include negotiating and managing 106 different contracts, he serves as International Vice President of the OPEIU, a post he has held since 1975. Kirkland co-chairs the Local 11 Health & Welfare Trust, the local's 401(k) Retirement Fund, the Western States Pension Fund and is a Trustee on the Northwest Natural Company Pension Plan. He is Chairman of the Western States Investment Committee, the Northwest Labor Press and Joint Labor Coalition for both the City of Vancouver and Clark County which represent five other unions. He is Vice President of the Union Labor Retirement Association. He also sits on the Executive Boards of the Northwest Oregon Labor

Council and the Oregon State AFL-CIO.

Kirkland is married and, on his rare off-duty days, enjoys hunting and fishing.



Richard Lanigan

After completing his studies at the State University of New York at Stony Brook on his Bachelor of Arts degree in History, Richard Lanigan joined the OPEIU, Local 153 as an Organizer in February 1980. In this position he had many successes recruiting new members into Local 153.

After serving as an organizer for approximately two years he was promoted to Business Representative. In this position he continued his organizing efforts and gained experience in negotiating contracts, handling of grievances and conducting arbitration hearings.

In 1987, Lanigan enrolled as an evening student in New York Law School. The following year OPEIU International President John Kelly hired him to be his assistant. There he was responsible for the field staff operations of the International Union and advising locals on issues of arbitration, bargaining, strikes, parliamentary procedure and membership rights under local union constitutions. After completing his studies and being admitted to the New York State Bar, he was appointed OPEIU Associate General Counsel. In this position he assisted General Counsel Joseph Finley in the litigation work of the International Union, represented Local Unions in grievance arbitrations and represented OPEIU in jurisdictional disputes with other International Unions. He continues to represent OPEIU in Article XX and XXI hearings to this day.

In 1994, he was elected Secretary-Treasurer, and in June 1994, Vice President of the OPEIU. In September 1996, he was elected Vice President of the New York State AFL-CIO. He is a Trustee of the Perishable Food Industry Pension Fund, the Local 153 Pension and Health Funds, and the OPEIU International Pension Fund.

International Vice President J.B. Moss was employed at General Dynamics Corporation when he joined OPEIU, Local 277 in May 1958. He served two years on the Grievance Committee at General Dynamics, and then was elected President and Business Manager of Local 277 in 1960. He served as an International Representative in the New Orleans area while or-



J. B. Moss

ganizing and negotiating contracts with the MISHOUD facility in the early '60s.

In the summer of 1976, Moss was appointed International Vice President of Region IV. He has successfully organized several units including the American Income Life Insurance Company and CSC computer center.

Moss has served a variety of community service programs for the Tarrant County Central Labor Council and his Local Union, as well as taught labor-oriented classes at Tarrant County Junior College.

Prior to his union service, Moss served in the U.S. Army in the 1950s. He graduated from Texas Christian University in 1960 with degrees in Personnel Management and Labor Relations. He is married to Martha J. Moss.



Anita Roy

Anita Roy, a Business Manager with Local 12, is deeply involved in both union and community activities. She is a founding member of the Coalition of Labor Union Women, Twin Cities Chapter and its Recording Secretary, a member of the Community Services Standing Committee of the Minnesota AFL-CIO, has served as a delegate to numerous State Federation conventions, was a delegate to the OPEIU conventions in 1989, 1992 and 1995, is Chair of the Board of Trustees of the Local 12 Health and Welfare Fund and its Pension Fund, among many other positions.

She served as an OPEIU Executive Board Member, Sector Representative from 1977-1979, a Sector Representative and Trustee from 1986-1989, and as President from 1989-1990.

Roy has been a member of Local 12 since 1974.



Gerald Skrzeczowski

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

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

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

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

He and his wife Priscilla have three daughters, Celeste, Jennifer and Gwen, and four grandchildren, Zachary, Alexandra, Aaron and Shannon.



Ron Tuckwood

A dedicated trade unionist with an extensive background as a union activist, Ron Tuckwood has been an active member of OPEIU, Local 378 since 1967. He has served Local 378 as a Job Steward in a number of locations, and an Executive Councillor from 1977 to 1980 when he became a member of the Local's Executive Board. From 1980 he was active

## Vice Presidents — continued

on a number of local committees and served as Recording Secretary until 1989, when he was elected Secretary-Treasurer. Ron was elected full-time President of Local 378 in 1990 and has been a member of the International Board from that time. Currently in his third term as President of Local 378, the Local has grown by more than 35 percent under his leadership (7,400 to more than 10,000 members) and is still growing.

His trade union background includes elected positions in the United Auto Workers Union (Political Action Committee). In 1965, he served as Local President of the Mine, Mill and Smelter Workers Union in Tungsten, N.W.T.

Tuckwood is a credible representative of the OPEIU at the B.C. Federation of Labour, where he serves as a Vice President and on various committees. He has also represented our Union on committees of the Canadian Labour Congress.

A rank-and-file trade unionist, Tuckwood is also an experienced negotiator who, during his terms in office, has skillfully led his Local through some of the toughest bargaining that they have ever faced.



Patrick J. Tully

Patrick Tully has been an activist in the labor movement for more than 30 years. His early years were spent in the Amalgamated Transit Union as a Business Representative and Secretary-Treasurer.

He became Business Manager of OPEIU, Local 32 in New Jersey in 1979 when the local union was primarily comprised of 1,500 members from Blue Cross and Blue Shield of New Jersey. Since that time he has built the local to 3,200 members in various units. OPEIU's presence has been felt most strongly within New Jersey's public sector. Not only does Local 32 represent numerous county workers, it has become one of the leading AFL-CIO unions in the New Jersey court (judicial) system.

On July 1, 1994 the OPEIU Executive Board approved a merger of Locals 32 and 14 (Philadelphia), bringing the total membership to more than 5,000.

Tully was elected International Vice President for Region II in 1987. He also serves as Vice President of the New Jersey Industrial Union Council, board member of Newark Private Industry Council, Secre-

Essex-West Hudson. He has been a participant in the Meany Center college degree program.

He lives in Kearny, N.J., with his wife Roseann. They have five children — Patrick Jr., Elizabeth, Catherine, Christopher and Steven — and three grandchildren.



Cathy Wittenbrook

Cathy Wittenbrook is President and Business Manager of Local 17 in Cleveland, Ohio which represents employees in numerous areas such as health care, credit unions, office workers, blood banks, and public sector employees.

Wittenbrook has been a Licensed Practical Nurse since 1974, and is a member of LPNAO. She currently serves as a Vice President on the Lorain County AFL-CIO Labor Council and serves as Chairperson of the Council's COPE Subcommittee, as well as a Vice President of the Cleveland AFL-CIO Labor Council. She is active in the Industrial Union Department and the AFL-CIO/Kaiser Permanente Union Management Partnership, where she serves on the Quality Subcommittee and the Union Steering Committee. She is also a member of the Coalition of Labor Union Women (CLUW).

She is proud to have been a volunteer organizer since 1977, participating in a number of successful OPEIU organizing campaigns including the recent Lorain County Blood Bank drive.

## Vice Presidents Ex-Officio



Claude Grenier

Claude Grenier has long been considered a leader in the Quebec and Canadian labor movements. She has served as president of Local 434, representing the 1,500 members at Laurentian Bank of Canada since 1993. She has been a Local 434 member since 1975, while an employee at the bank.

Members of the Eastern Canada Council of OPEIU elected her their President in 1994. As President she coordinates activities of locals throughout the region.

From 1979 to 1980 she was director of the Local 434 executive committee; from 1980 to 1993, Local 434 Vice President; and since the early 1980s until today, she has consistently served as a member of the negotiating committee for Laurentian Bank members.

In 1981, she became Director of the General Council of the Quebec Federation of Labour. From 1987 to 1989, she advanced to Vice President of the Quebec Federation of Labour, assuming one of the three seats reserved for women.



Mildred K. Hall

Millie Hall is a self-described trade union activist, community activist and feminist.

She is an OPEIU International Vice President Ex-Officio, and has been the President of the Metro-Detroit Chapter of the Coalition of Labor Union Women since 1990. She is also an Executive Board Member of the Detroit Branch of the NAACP; an Executive Board Member of the American Civil

Liberties Union (ACLU); a member of the International Women's Day Committee; the Michigan Democratic Party; the Michigan Pay Equity Network (PEN); the Coalition of Black Trade Unionists (CBTU); the Gray Panthers; the Zeta Amicae Auxiliary-Kappa Rho Zeta Chapter, Metro-Detroit; the Minority Women's Network; the A. Philip Randolph Institute (APRI); and the League of Women Voters of Detroit.

Hall is also a past President and Recording Secretary of OPEIU, Local 494. She has been employed since 1977 as a secretary at the International Union, UAW Headquarters in Detroit, currently working in the UAW Health and Safety Department. She is the mother of three: Dr. Angela Hale-Barrett, a practicing psychiatrist/pediatrician in Macon, Ga., Honorable Derrick Hale, a State Representative in Michigan, and Jason Hall, a student at Oakland Community College. She is also the grandmother of Ashley, Troy and Derrick.



Patricia Priloh

An OPEIU International Representative since 1983, Patricia Priloh was born and has worked in Brownsville, Pennsylvania, most of her life. It is where she married and had three daughters, one stepdaughter and three grandchildren. Plus, it's where she leads OPEIU, Local 457.

Priloh graduated from St. Francis Hospital School of Nursing in Pittsburgh in 1959.

While working as a registered nurse at Centerville Clinic in Centerville, Pa., she joined Local 457. Ultimately, she was elected in 1980 to the position of President, a title she still holds today.

Over the years, Priloh has worked as a volunteer on many OPEIU organizing campaigns, mostly involving hospitals and health care workers.

## International Representatives and Organizers

International Representatives and Organizers — the field staff — often spend up to seven days a week servicing the members of OPEIU. They frequently travel from state to state to negotiate contracts, argue arbitration cases and board hearings, lobby and work on legislative campaigns, and organize new members into local unions. They serve as the front line for the International Union, as a liaison to local unions and members. They are dedicated workers, concerned with the welfare of their members.



Jerry Ashlock

Jerry Ashlock has been an International Representative since 1996, representing Region VII. Ashlock was a member of the OPEIU International staff from 1985-1988, and a New Hampshire Federation of Teachers, AFT, Representative from 1988-1990. He served a five-year term as a worker's compensation hearing officer with the New Hampshire Department of Labor, and was a worker's compensation consultant in Massachusetts and New Hampshire from 1995-1996.

A member of Local 9, Ashlock is the father of two "perfect children," Leighann, 7, and Jeremy, 5.



Stuart Bank

Stuart Bank has worked as an International Organizer assigned to the Models Guild since May 1997. Prior to his current position, Bank headed Encore Entertainment Productions on Long Island, New York. He attended the Lee Strasberg Institute in Manhattan for two years and worked as a stage manager for several Off-Broadway productions. He has appeared on the Comedy Channel and the USA Network, and in numerous independent films.

Bank served in the United States Marine Corps in the Classified Material section in Camp Kinser, Okinawa. After honorable discharge in 1991, he attended Adelphi University for business and screenwriting.



Paul Bohelski

Paul Bohelski joined OPEIU, Local 277 on April 2, 1997 and serves as an International Representative based in Region IV.

Bohelski began his labor career as a job steward for the International Brotherhood of Teamsters in Chicago, Illinois and continued involvement in the labor movement with IBT, moving to San Antonio in 1980. After a company merger, the surviving union was the Union of Transportation Employees, an independent labor union. Under Bohelski's leadership, UTE affiliated with the OCAW. He was elected to two four-year terms as Business Representative with OCAW Local 1996 and was President from 1994 to 1997.

Bohelski is currently assisting Vice President J.B. Moss in negotiating the initial contract with Air Logistics for the Gulf helicopter pilots. In his time with the OPEIU, he has negotiated contracts with Dresser Valve, ANICO, and Texaco Employees Credit Union in Port Arthur, Texas. He is also now assisting several locals in Region IV with their organizing efforts.

Bohelski is married to Pamela, and is the father of two sons, Joseph and Thomas.

Ed Darcy has been a resident of Florida since 1969. He was a member of the Teamsters Union from 1984 until 1988, and then a Government Supervisors Association of Florida, OPEIU Local 100 Field Representative and Organizer from 1988 to 1997. He was then named an OPEIU Special Projects Organizer with Local 277 in January 1998.



Donna Eller

As an International Organizer assigned to the Models Guild, Donna Eller is working to create a network of opportunities for models that they have not had before — including benefits — and to create a unified voice that will educate and inform first-time models so they can become responsible for their own careers.

Models have fought for — and successfully won battles — giving workers' compensation coverage and unemployment insurance. In Florida, the Guild's intensive lobbying efforts helped secure legislation that now regulates talent agencies. Another major accomplishment of the Guild has been working with the New York State Attorney General's office on the indictment and conviction of two men accused of stealing money from models who hired them to manage their finances, pay bills and provide investment advice.

The Models Guild is the only organization recognized by the Immigration and Naturalization Services as being able to verify character and establish work records for foreign models trying to obtain green cards or working papers to model in the United States.

Eller said the overall goals of the Guild are to raise awareness in the industry and the general public of the plight of the models and to create a central registration for models so that they can be notified of issues pertinent to their profession; to create a unified voice to speak out on issues affecting the modeling industry; and to be an informational center for first-time models. The Guild's objective is to organize working

### Executive Board — continued

#### Subcommittee on the Broader Participation of Women on the Executive Board



Carolyn Combs

Carolyn Combs worked for many years at Roosevelt University, and was, in fact, one of the original orga-

nizers. She then served as Secretary-Treasurer for Local 391 in Chicago, Illinois from 1950 until her retirement. She held many other offices in her local during that time.

Combs served as chair of the Officers Reports Committee at every International Union Convention from 1971 until 1986, when she was elected International Vice President for her region. She then became the chair for the Publicity Committee for all Conventions since. In addition, Combs served on several appeals committees, as trustee for several local unions, as delegate to conventions of the AFL-CIO, and as a delegate to FIET (an international trade secretariat for white collar unions) World Women's Conference in Washington, D.C., in 1981.

Combs spends her retirement years in St. Paul, Minnesota with her family.



Ed Darcy Jr.

## Work and Health

# 'Brain pacemaker' for epilepsy?

by Philip L. Polakoff, M.D.

**H**earts that have trouble beating normally are helped by pacemakers — battery-powered devices implanted in a person's chest to deliver electrical pulses to the balky organ.

Could the same idea be applied to the brain to provide an instant surge of electrical stimulation to abort an epileptic seizure?

Yes. A "pacemaker for the brain," said by its maker, Cyberonics, to be the first new treatment for epilepsy in 100 years, is now available in 75 leading medical centers in the United States, according to the company.

A small generator about the size of a stopwatch is implanted in a patient's chest. The device is connected to wires that send electrical impulses to the brain through the vagus nerve in the neck. It is preprogrammed to send electrical stimulation 24 hours a day.

Patients can't feel the stimulation. But if they feel a seizure coming on, they can pass a magnet over the chest area for an instant surge of stimulation to abort the seizure.

The U.S. Food & Drug Administration (FDA) approved the device in July 1997 "as an adjunctive treatment for adults and adolescents over 12 years of age with medically refractory partial onset seizures."

Refractory epilepsy refers to patients who do not respond, or respond adversely, to antiepileptic drugs and require alternative treatment. At least 20 percent of all partial onset seizure patients are refractory.

Partial seizures originate in a focused area of the brain and generally range in duration

from a few seconds to several minutes.

These seizures produce such behavior as twitching of an arm or leg, smacking of the lips, or wandering aimlessly. Depending on the severity, the reaction can appear on one part of the body or several at once. There can be loss of consciousness.

Patients with epilepsy often experience a warning sign, called an aura, of the onset of a seizure. Common auras include a strange taste, had feeling or tingling sensation.

Epilepsy is not a disease. It is a symptom of a brain dysfunction. One of these symptoms is seizure. This is a transient disturbance of brain function resulting from abnormal and excessive firing of the neurons (nerve cells) in the brain.

According to the Epilepsy Foundation of America, approximately 2.5 million people in the United States have some form of epilepsy. Of those, 30 percent are children under the age of 18. About 125,000 new cases are diagnosed each year.

Anyone can develop epilepsy. Seizures tend to start in infancy or late adolescence. The incidence rises again after 65.

Long-term antiepileptic drug therapy can achieve full or partial control of seizures in about 70 to 80 percent of cases. It doesn't work for the balance of those cases.

One of the most distressing sides of this issue is that about 20 to 30 percent of people with epilepsy who are physically able to work are unemployed. Many of those who are working are forced to accept positions far below their ability and education due to negative stereotypes. This unfairness needs to change.

### A word of thanks

#### Brothers and Sisters:

I want to take this opportunity to thank all of my OPEIU Brothers and Sisters who have generously and lovingly sent me cards, flowers and gifts during my illness.

Just knowing I am in your thoughts and prayers has lifted my spirits and provided me with a healing strength.

It is times like this when the importance of "solidarity" becomes clear. In the name of solidarity, too, I hope you have a progressive and successful convention. I wish I could join you there because I miss you all, but I expect to be back with you soon.

Again, thank you. Your prayers and best wishes mean so much to me.

Your Sister,  
Gwen Wells



## Washington Window

# They're at it again

**T**he business community is at it again. Name the issue — minimum wage, equal pay for equal work, job safety, the income gap — and not only does big business oppose a solution, it sometimes denies the problem even exists.

Consider the following evidence of how backward corporate America, through its Washington mouthpieces, has become:

- In its effort to become more user-friendly, the Occupational Safety and Health Administration decided last November to totally revamp its inspection system. Instead of randomly picking workplaces, or just responding to complaints, it offered businesses a partnership.

OSHA Administrator Charles N. Jeffress said the partnership would work like this: OSHA would offer technical advice, and help businesses build and implement job safety and health programs at work sites, in advance. If those programs passed muster, the work sites would be exempt from OSHA inspections. Real bad actors weren't given that choice. More than 11,000 businesses responded positively, Jeffress reported. They wanted cooperation, not confrontation.

But not the U.S. Chamber of Commerce and its business allies. They sued, charging OSHA's Cooperative Compliance Program (CCP) is illegal. They forced a temporary halt, and OSHA had to return to its old inspection methods.

"CCP forces companies to comply with rules, such as comprehensive safety and health plan and ergonomics, not covered under current agency standards," the Chamber release says.

The Chamber is using its fight against workers' safety and health as a fundraising device. Their stationery has the big block letters CCP underneath the universal "do not enter" circle-with-a-slash sign.

- On April 3, "Equal Pay Day," when an average woman's wages for 1997 and 1998 combined equaled an average man's wages for 1997 alone, the business-backed Employment Policy Foundation denied the wage gap exists. In spite of data from the Census Bureau, from individual testimony and from non-partisan studies, that women earn only 74 cents

for every dollar a man earns, EPF says that's not true.

Of course, EPF had a few caveats. If you take women with educational levels equal to their male counterparts, younger than middle age, in supervisory positions, and so on, the wage gap is only two cents on the dollar, the business lobby said. It wrote that difference off as "statistical error."

- But EPF isn't just satisfied with saying the male-female pay gap doesn't exist. It also says the "income gap" of the last 30 years is a myth.

Never mind that federal figures show the top 20 percent of U.S. income earners take home 49 percent of national income. Never mind data showing that top fifth gained tons of money in the Reagan years, while the middle class barely held its own and the share of income to the poorest 20 percent declined. The business lobby says that's another myth, based on an inflated Consumer Price Index.

Citing economists hand-picked by Senate Republicans — who declared the CPI overstates inflation by up to one percentage point per year — EPF analyst Max R. Lyons says "a corrected CPI shows wages and family incomes have risen sharply over the last two decades. A corrected CPI might lead to very different employment policies."

- The Senate's ruling Republicans, a handy mouthpiece for business, are again crusading against raising the minimum wage. Majority Leader Trent Lott (R-Miss.) characterized the minimum wage hike proposed by President Clinton — and backed by organized labor — as yet another attack on business.

"Some see private enterprise as a predatory target to be shot, others as a cow to be milked, but few see it as the sturdy horse pulling the wagon," Lott said. "Well, I believe that the small business men and women . . . have been milked and shot at long enough. I'd like to see Washington policies focus on the courage, the generosity and the creativity of business."

Courage? Generosity? Creativity? Given the evidence from the business lobbies, those are hardly the attributes one would assign to corporate America — especially where workers are concerned.

models into an effective force able to change and improve conditions in the industry for the lower-paid models.

Eller is a native of Tarboro, North Carolina. She was born at Moleworth Air Force Base in England and now lives in Manhattan.



Robert I. Garvin

**R**obert Garvin has served for the past three years as a Regional Organizer for Region 7, and is currently organizing registered nurses in several hospitals.

Garvin comes to us from Local 494, OPEIU United Auto Workers. He began working for the UAW Federal Credit Union where he was elected Steward and to the bargaining committee of OPEIU, Local 42. He then moved to the UAW Accounting Department where he was elected as Steward, and member of both the bargaining and finance committees.

Garvin earned his Bachelors Degree in Personnel and Human Resources from Northwood University. He is currently preparing to earn his Masters Degree in Labor Relations through the George Meany Center.

Garvin joined the United States Air Force in September 1980, and completed all required education for the personnel career field. After five and a half years as an enlisted member, Garvin received his commission and pinned on the rank of 2nd Lieutenant and was sent to Matther Air Force Base in California where he attended Navigator Training. After Training, he returned to his home base in Michigan. Garvin currently has 18 years in the Air Force and the Michigan Air National Guard and is working for his retirement from service after twenty years.

Garvin is married to the former Regina Ann Bruglio and they have two children, Jessica Ann-Marie, 6, and Anthony, 3.

**E**ddie Humphery, a Business Consultant with Local 277, Ft. Worth, Texas, has had a long and distinguished career in the labor movement.

Born in Fort Worth, Humphery was stationed in France during World War II. He then attended Ft. Worth Distributing Education College on a G.I. Bill. He joined the Armour and Company in 1946 (where he worked until his retirement in 1983), and became a member of the United Packing House Workers of America, Local 54-A. He served as that union's Divisional Stew-



Eddie Humphery

ard, Vice President and then Financial Secretary. When Armour and Company closed most of the plant in 1966, Humphery became President of the UPHWA, and was the first African-American to serve on the Executive Board of the old CIO before its merger with the AFL.

From 1983 to 1995, Humphery was a Business Manager for the American Federation of State, County and Municipal Employees, Local 125.

Humphery married Gladys Humphery in 1954.



Ron Hutson

**A**native of Chattanooga, Tennessee, and a graduate of Edmondson Junior College, Ron Hutson served in the United States Air Force and is a Vietnam War veteran. He first joined the International Brotherhood of Teamsters in 1969, where he served as a chief steward and a volunteer organizer until 1986.

Hutson then joined the OPEIU in 1986 and served as steward while employed at the Tennessee Valley Authority (TVA). He was employed by the OPEIU to serve on the International staff as a Project Organizer in 1989. He is assigned primarily to assist locals in Region III with contract bargaining, arbitrations, NLRB hearings and organizing.

**V**irginia Levesque has been a member of OPEIU, Local 6 in Boston, Massachusetts since 1981. She worked in the Massachusetts Trial Court when the choice was made for OPEIU representation. Shortly thereafter, she was voted in as Shop Steward in the Bristol County Superior



Virginia Levesque

Court Probation Office.

In 1978, Levesque became a Business Agent with Local 6. She serviced various units throughout Boston, and southeastern Massachusetts. Her duties include grievances through arbitration, lobbying, contract negotiations, and Steward Training. In 1997, she became an OPEIU ROC organizer.



Vincent Menditto

**V**incent Menditto became an OPEIU Special Project Organizer in March 1994. As a Florida International University alumnus, Menditto holds a Bachelor of Arts Degree in liberal studies and professional certificates in labor studies and labor relations.

While attending school, Menditto was a volunteer organizer for several non-profit organizations as well as local and state level political campaigns.

Since joining OPEIU in 1994, Menditto has organized more than 1,700 employees. Local 100 holds three contracts for these employees.

Currently, he is immersed in developing and leading the internal organizing effort for Local 100. The local's goal is to achieve 2,000 members by the year 2000. They call it the "20-20 Plan." Menditto is also currently organizing the more than 3,000 employees at the Sarasota Memorial Hospital and the Supervisory Employees at the City of Miami Beach.

He has been married to Christina since November 1997. According to Menditto, "the wedding is over, but the honeymoon continues."



Phyllis Naiad

**P**hyllis Naiad began her career with OPEIU as a Home Care Aide at the Fremont Public Association in 1989. At that time, the only units that had a collective bargaining agreement were the Home Care Aides, Home Care Supervisors and the Worker Center. In 1991, there was a push to organize the rest of the FPA, and Naiad assisted in organizing the Finance Department. They were recognized with a voluntary card check. Shortly after, she was voted in as Shop Steward.

Having served on the FPA Master Agreement Negotiating Team for the past four years, Naiad also served Local 8 as an Executive Board member since 1995, Shop Steward Training Coordinator for 1996 and King County Labor Council Delegate. She is also on the Board of Fair Budget and is an Officer in the Washington Chapter of Out Front Labor Coalition/Pride at Work.

Naiad was hired as an ROC Organizer for OPEIU in August 1997. She immediately launched into several campaigns in the Seattle/Western Washington area. When not at work, Naiad can be found at marches, rallies and actions for just causes.

A long-time resident of the Seattle-Tacoma, Washington area, Naiad makes her home in the Ballard area of Seattle with her partner of eight years and two cats. She was born and raised in Tacoma, although she lived in many places across the U.S. as a child of the military.

Interests include sports, travel, gourmet cooking, music and theater.



Sandy Naples

**S**andy Naples has been a member of OPEIU, Local 494 for more than 25 years. The United Auto Workers International headquarters in Detroit, Michigan

hired her in January 1973 as a temporary replacement for a member on maternity leave. The member never returned from maternity leave. Naples claims this is the longest "temporary" position she ever held.

Over the years, Naples has served her Local in many capacities, beginning as Steward in 1975. In 1990, she was elected Local Union President, representing the clerical and maintenance employees of the International UAW throughout the United States and Puerto Rico, and has held that position since then.

In August 1996, Naples went on Union Leave from the UAW and took a temporary assignment as Servicing Representative for the OPEIU. In February 1997, her assignment became permanent (much shorter than the last "temporary" position).

Naples grew up in a union family. Her father was a UAW member for 26 years after coming to the Detroit area from the coal mines in Tennessee. Seven of her uncles were union painters and an eighth uncle was a member of the Bakery, Confectionery and Tobacco Workers.

She has been married to Dave for 34 years, and they live in St. Clair Shores, Michigan with Dave's mother, Liz. The Naples' have one married daughter, Danielle. Whenever Sandy has a spare moment, you can find her on the water — sailing, fishing or cruising with her family.

Nikula enjoys long beach walks, puttering in the garden, playing with "Filbert" the cat and reading a good mystery.



Gary Nuber

**G**ary Nuber, a business agent with Local 95 in Wisconsin Rapids, Wis., was recently appointed to serve as an International Representative.

As a business agent, Nuber represents the union and our members in grievances, mediations, arbitrations, contract negotiations, organizing and public relations. In addition, he produces the local's newsletter, leads steward training, researches legal and arbitral precedence, and assists the union in all other necessary capacities.

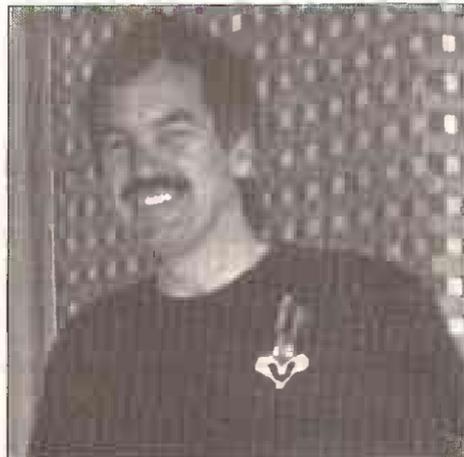
Before joining the OPEIU full-time, Nuber worked with Foxmeyer Drug Company, and was Chief Steward and chief bargaining committee member.



Faye Orr

**T**he council of the Tennessee Valley Authority/OPEIU hired Faye Orr in January 1977. When the Council abolished in 1982, she worked for OPEIU, Locals 273 and 119 in Tennessee until June 1984, when she was hired by the International Union as a representative. Since then she has assisted locals throughout Region III (the Southeastern United States) in servicing members and administering collective bargaining agreements.

Orr has also served as President of OPEIU Local 179 since 1989; Vice President of the Tennessee AFL-CIO since 1986; and Chairperson of the Salary Policy Employee Panel, which negotiates for the thousands of white collar employees of TVA, since March 1988.



Jeff Rusich

**J**eff Rusich began his work and labor career as a member of the Cabinetmakers, where he worked for 10 years and completed an apprenticeship.

He also served 10 years as an OPEIU member, five years as a local Executive Board member and Chief Steward. He has now worked seven years as an International Organizer.

At one time he worked for five years as a phone counselor and community educator at a crisis and suicide prevention agency in California. Rusich has also worked on various grassroots campaigns, including working to defeat a measure to increase residential growth in his local community.

Rusich is married to Patricia Mitchell Rusich.



Donna Shaffer

**D**onna Shaffer began her career in the labor movement in May 1978 when she became an OPEIU member in Phoenix, Arizona. In 1981, she served as the Recording Secretary for Local 56 and in 1986 became a dedicated volunteer organizer. The International Union hired her as an Organizer in May 1988.

Shaffer has since organized across the United States in various campaigns, but she is "especially fond of organizing workers in the health care industry as the need is so great in this field."

She is married to Lamar Shaffer and has a 29-year-old daughter Christina, a 26-year-old son Scott, a 22-year-old son Dan and a granddaughter Jordan.

In addition to her role as Vice President Ex-Officio, Patricia Priloh also is an International Representative. Her bio can be seen on page 28.



Bonnie Strauss

**B**onnie Strauss has been an International Representative since September 1990. Prior to that, she was a social worker and an OPEIU, Local 35 member. She was active as Chief Steward and Executive Board member while with Local 35. Since she has been a member of the International staff, she has been both an organizer and a servicing representative. In 1995, Strauss was co-recipient of the prestigious OPEIU Henderson Douglas Award for organizing. She has successfully organized workers in the health care and human services fields. Strauss has also worked with local unions to set up their own Volunteer Organizing Committees for both internal organizing and external organizing purposes.

Strauss is President of the Citizens' Utility Board in Wisconsin, a statewide consumer advocacy group working with ratepayers for affordable and reliable energy. She is also involved in various other community and non-profit organizations.



Patricia A. (Nicky) Nikula

**B**orn and raised in Oregon of Finnish and Irish/English heritage, Nikula has been with the OPEIU since August 1997, serving as an International Representative working in Portland. She began her work as a professional union staff member six years ago when she served with two American Federation of Teachers (AFT) locals in Portland, subsequently working as a project staff member for the national organization. Prior to that, she served many years in a number of elected positions from Steward to President for an AFT local — of which she was also a founding member. While serving her AFT local in those full time, voluntary positions, Nikula also worked as the acquisitions librarian for a community college. It is through both these kinds of work that she developed the strong research and problem-solving skills so useful to serving the members of OPEIU.

When not involved with Union work,



Charles B. Tyler

**C**harles Tyler, an OPEIU Project Organizer since 1998, served as a Union Steward and Committeeman for the Union Transportation Employees (UTE) while employed by Merchants Fast Motor Lines from 1960 to 1973.

Tyler was elected to two three-year terms as Recording Secretary for UTE from 1973 to 1979, and was Vice President and a member of the Board of Directors from 1982 to 1985.

He was elected as a Business Representative for UTE/OCAW, Local 4-1996 for three three-year terms, serving from 1990 to 1997. He then joined OPEIU, Local 277 as a Project Organizer.

Tyler is married to Cinda Tyler, and the father of two daughters, Barlo and Michele.

## Editorial



# Salute to Retirees — Our Foundation Builders

by Michael Goodwin, International President

*... a union built on a good foundation will never falter.*

How many times have new members said to you, "What do I get for my dues?" We usually are startled by this question even though we've heard it many times. We are surprised because those of us who have been in the organization for a long time know exactly why we pay dues, and that the best answers often come from our retirees.

Since our union is so young, many retirees were there when the union was first established at their places of employment. They can compare the conditions before the union to those after. Many new members do not appreciate or understand that the working conditions we enjoy today were built by the members of yesterday — those who are now our retirees. Each collective bargaining agreement was built line by line, step by step. It didn't happen overnight. It took many years and many struggles to write the collective bargaining agreements containing so many benefits that we enjoy today. The 35-hour workweek, daily overtime, family health care coverage and better pensions are just a few examples of benefits that didn't always exist. They were bargained for by the union with the full participation of our current retirees. All too often the benefits that our retirees fought for were not fully received by them because they achieved improvements incrementally over the years while the new members receive everything from the first day. I think it's important for us to salute our retirees as foundation builders. A union built on a good foundation will never falter. We have been built on a good foundation and that is why we will remain strong.

While there are many retirees that we could cite in numerous local unions, there are three retirees who deserve special mention: Reeva Olson of Local 3 in San Fran-

cisco, Calif.; Charles Ponti of Local 153 in New York, N.Y.; and Edith Withington of Local 29 in Oakland, Calif. They are outstanding trade unionists who were part of the early struggles in our union and who remain active in their Retirees' Associations. They are not shy and don't hesitate to speak out on important issues of the day. They are so beautiful to watch because you are seeing caring individuals who share the same beliefs — teaching new members the value of the union and how they in turn have to fight hard for those that follow, passing along the achievements from one generation to another. To know them is to love them. They are truly examples of the best in our union — our International treasures.



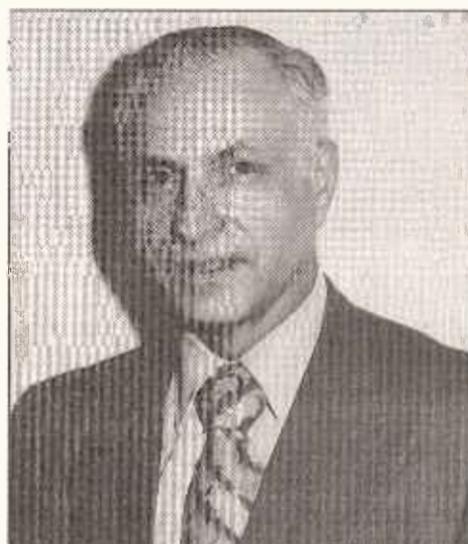
Reeva Olson

Reeva Olson joined OPEIU, Local 3 in 1967 as a legal secretary for the law firm of Van Bourg, Weinberg & Roger. During that time, Reeva was active in the union and served as a delegate to the San Francisco Labor Council (to this day). She also served on the Local 3 Executive Board and volunteered to organize Blue Cross and was on the negotiating committees. In 1977, Reeva was elected full-time representative of Local 3. Subsequently, she was elected Senior Business Representative.

Reeva retired in 1986 and currently is President of the Retirees' Club that was established in 1983.

Reeva is a member of the Democratic Women's Forum of San Francisco founded in the 1930s. In 1995, she received the Eleanor Roosevelt Democratic Woman of the Year Award.

Charles Ponti joined the labor movement in 1937 working for the American Federation of Bookkeepers, Stenographers and Accountants Union, Federal Local 20940 until 1945 when he enlisted in the U.S. Army.



Charles Ponti

After coming out of the Army in 1946, Charles went back to work for the American Federation of Trade Union Office Employees which eventually became OPEIU, Local 153.

Charles was part of a major strike involving 250 members at Baker & Taylor Publishing Company in 1950. It was a bitter dispute and the strike lasted seven weeks. No strike benefit fund was available at that time. Despite the lengthy strike with no pay, the union members won and returned triumphantly to work. It was this strike which set the stage for the establishment of the strike benefit fund that we have today.

Charles retired from Local 153 in 1978 and became President of the Ed Edom Retirees' Association. He continues to serve in that capacity today and has built the association into an active, effective force.

Edith Withington began her OPEIU career in 1952 as a member of Local 3 working for the North Coast District Council of Carpenters. Later, she changed employment

and became a member of Local 29. Edith was on the organizing committee at Blue Cross and remembers the 100-day strike of more than 1,000 members that was won by the union. She served on the Executive Board of Local 29 and as its President for seven years in the 1970s.

Edith remains active today and recently worked to defeat Proposition 226 in California.

Reeva, Charles and Edith are just a few examples of the many thousands of others who we should recognize and thank. One of the ways we can show our retirees how much we care about them is by forming a Retirees' Association in our local union. They want to be organized again and they are more than willing to help. They will eagerly serve as part of the local union's speaker's bureau and assist in organizing drives and political activities. Don't pass up the best talent this union has to offer. They are waiting for your call and they will be the first ones to help you explain to the new members what they get for their dues. God Bless all of our retirees.



Edith Withington

*'A union built on a good foundation will never falter.'*



## Canadian Locals in the News

### Sarnia Hospital workers vote to retain 40-year history

All office and clerical employees working for Sarnia General Hospital voted on March 31, 1998 to maintain their relationship with the OPEIU. The newly affiliated group of employees now numbers 165.

Dianna Fulton, President of Local 347, said she is "delighted with the outcome" and believes "workers made a wise choice by staying with the Union which has represented them so well for so long. We welcome our co-workers into our Union."

The vote came as the result of an application by the London and District Service Employees International Union who were seeking to represent all the workers in the newly created bargaining unit. Of the 146 votes, 105 chose OPEIU.



Pictured left to right are: Region X ROC Organizer Christopher Wilson; Organizer Carol Baker (front); Business Representative Carol Dupuis; and Local 347 President Dianna Fulton.

### OPEIU Canadian scholarships awarded

Six OPEIU scholarship winners from across Canada have been chosen for 1998. The scholarships are offered by the OPEIU to help its members or their families attend an accredited university or college in Canada.

Scholarships of \$1,000 each, one per region, were awarded each for a maximum of four years to the following:

**Region I — Québec and the Maritimes:**

Patricia Gagne  
(Local 526, Jonquiere, Québec)

**Region VIII — British Columbia and the Yukon:**

Karin Ilse Pocock  
(Local 378, Vancouver, B.C.)

**Region IX — Alberta, Saskatchewan, Manitoba and the Northwest Territories:**

Janna Lynn McKenchie  
(Local 397, Regina, Saskatchewan)

**Region X — Ontario:**

Angelina M.R. Arlotta  
(Local 225, Ottawa, Ontario)

Two additional scholarships at large were also awarded.

*Congratulations to all and good luck with your studies!*

### Sheila Faith Linke will be dearly missed

Friends and family of Local 15 member Sheila Faith Linke were shocked and deeply saddened by her death on March 24 at Vancouver Hospital and Health Sciences Centre.

Linke joined Local 15 on March 25, 1963 as an office clerk at Forst's Ltd. Later she was employed at the Plumbers Welfare Plan and then went on to the C.B. of R.T. Local 400. In her 35 years with Local 15, she actively served as a member of the executive board, as vice president, interim president, councillor and in many other capacities.

"She was a tremendously dedicated trade unionist," said Opal Skilling, Local 15's Administrator/Representative. "Sheila's number one love, other than her family, was her strong dedication to our union movement. A loyal supporter, not only of

myself in all our various campaigns over the years, but of her local union.

"I have not only lost a dear friend and colleague," Skilling continued, "but a union sister of the highest caliber."

Linke is survived by her husband Michael, daughter Michelle Stanford, brother Roy Jr., and stepmother Terry.



Sheila Faith Linke

### Local 434 in Montreal

### Federal Court of Appeal rules in favor of union

*Newly created "financial advisor" positions to be included in existing bargaining unit.*

On March 6, 1998, the Federal Court of Appeal handed down a unanimous decision in favor of the union that voided part of the decision of the Canadian Labour Relations Board (CLRB) allowing the division of the existing bargaining unit at the Laurentian Bank of Canada into two distinct units.

Labor relations with the Laurentian Bank of Canada have been arduous, especially since December 1996 when the bank reassigned 210 employees into non-unionized "financial advisor" positions to be "more competitive" within the Canadian banking industry.

"The decision from the Federal Court of Appeal is good news for us because the bank no longer can question the applicability of the collective agreement before the courts, and we get our members back," explained Local 434 President Claude Grenier.

### Local 15 elects new officers

At an April 26 General Council meeting, two new officers were installed to fill vacancies on the Executive Board.

Connie Metcalfe now replaces Zeni Maartman as Recording Secretary. Vicki Fleming replaces Barb Armstrong as Director of Component D — Medical/Insurance/Group Benefits.

"We take this opportunity to express our appreciation to Zeni and Barb for their dedication and wish them well in their new endeavors," said Administrator/Representative Opal Skilling. "Congratulations are also in order to the new board members who were elected by acclamation."

### Chomedey school board joins Local 57

Local 57 activists in the school board sector have not been idle in the face of education reform in the province of Québec. Louis-Georges Frenette, an executive committee member representing Local 57 members of the school board sector, and ROC organizer for Region I, Bogidar Perucich, successfully organized 550 new members at the Chomedey school board. The administrative and technical support employees were, until April 22, 1998, in F.I.S.A., an independent association.

## Canadian Locals in the News

### Local 57 education sector

## Seminar participants study union organizing

On April 16-18, 1998, more than 40 Local 57 activists in the school board sector attended a seminar about union organizing — all in preparation for the Québec education reform that is scheduled to be completed July 1, 1998. The final phase of the restructuring will lead to a vote of allegiance to determine the union in each of the new school boards.

Region I ROC organizer Bogidar Perucich, Local 57 organizer Pierre Bernatchez, and union representatives Simon Berlin and Ginette Boursier facilitated the debates and the exchange of information during the three-day event. Introduction and presentation of the seminar was made by Local 57 Secretary General Michel Lajeunesse, who also serves as International Vice President and Canadian Director.

A significant part of the seminar was dedicated to discussion about information dissemination, communication and mobilization. Participants broke into groups to study issues such as awareness raising, and how to launch an organizing drive in the workplace. Role-playing exercises were arranged to give participants the opportunity to develop practical organizing skills, and as a means to share valuable information and personal experiences. According to one participant, the debates were lively and made the workshops interesting and exciting.

Local 57 represents more than 1,500 employees in the school board sector in Québec.

### Eastern Canada Council

## Pulp & paper wage and policy conference 1998

Officers from eight local unions representing members in the pulp and paper industry in Eastern Canada met in Montreal on March 27-28 to prepare the main bargaining agenda for the upcoming round of industry negotiations.

Michel Lajeunesse, coordinator of the Eastern Canada Council, opened the conference and brought delegates up-to-date on some of the latest developments within the Eastern Canada Council as well as addressed the larger issues of pay equity and the implications — and dangers — for Canadians of the new Multilateral Agreement on Investment.

Delegates to the conference exchanged information about their companies and the state of labor relations within each group, then went on to discuss autonomous work group approaches, reduction in working time and pay equity before tackling the main bargaining agenda.

Issues to be raised this year in bargaining will include clarifying union jurisdiction provisions, job protection and technological change, seniority rights, job training, reduction of hours, parental leave, retirement and salary increases.

Delegates agreed to present a salary increase demand of five percent for each of the next three years.

Also present at the conference were Simon Berlin, Linda Solomon, Sean Clancy and Denis Fréchette, the representatives working with the pulp and paper groups.

Collective bargaining negotiations will begin in the fall.

### Canadian negotiation news

## Local 463 contract talks underway

In negotiation news, Local 463 members at *Gaz Métropolitain* in Montreal have completed a bargaining survey questionnaire for upcoming negotiations for the renewal of their collective agreements. Local 463 represents approximately 400 office employees and 50 sales representatives at *Gaz*. Both groups are up for contract renewal.

Results from the survey will be discussed by the negotiating committee in a series of preparatory meetings to finalize union demands.

The OPEIU Local 463/*Gaz Métropolitain* contract expires September 30, 1998. Negotiations are expected to begin this summer.

## American Red Cross strike successful

A five-week strike by 200 employees at the Great Lakes American Red Cross ended in a successful three-year contract. The employees are represented by Local 459 and work in five cities in Michigan.

The American Red Cross nationalized its operations a few years ago and all its negotiations are controlled by corporate headquarters. Negotiations for the three bargaining units represented by Local 459 began with the national management representatives proposing massive concessions. No information was provided that would indicate concessions were needed, and the union teams quickly concluded that it was a continuation of a national policy to "demand cuts for cuts sake," says Local 459 President Joe Marutiak.

Financial reports from 1997 indicated that the Red Cross had made \$5.6 million in profits.

The union members vowed that they would not give cutbacks, and when the contracts expired with the concessions still on the table, a strike was called. The union teams encouraged the community to donate blood, but at non-Red Cross centers.

The strike was prolonged by the Red

Cross' demand that it be allowed to require employees to cross picket lines of other unions. The Red Cross employees received a huge amount of support from other unions, and they vowed never to agree to a provision that would require them to disrespect those same unions by crossing their lines.

Marutiak says the Red Cross believed that the Local 459 members would fold when the strike was not quickly settled, but, in fact, the opposite occurred. The union members grew stronger and more determined.

After four weeks of the strike, the employer gave its "final" offer. The union teams immediately rejected it and let the Red Cross know they did not even have to take it to a vote. A few days later, the Red Cross increased its offer to match the union's last proposals.

There were no concessions. One bargaining unit added health care for retirees; one bargaining unit added time and one half on weekends. The smallest raises were nine percent over three years with one unit getting an average raise of ten percent the first year alone.

All three contracts were ratified by 94 percent or more of the members.



Local 459 members at a rally outside the American Red Cross.



Local 459 President Joe Marutiak is interviewed by a local news station at the rally.

## Local News

### Local 179 settles with Coca Cola

Local 179 reached agreement with Chattanooga Coca Cola Bottling Co. on the terms of a new collective bargaining agreement effective May 1, 1998. Under the terms of the new agreement, Local 179 members will receive wage increases of three percent for 1998, 1999 and 2000. Certain other jobs will receive additional increases based upon the responsibilities associated with the jobs. The parties also agreed to create a new production line position that will result in promotional opportunities for movement to the highest paid line job.

In addition to the wage increases, contract language was agreed to which: requires overtime to be distributed to the senior qualified employee within the department and if no employee within the department accepts the overtime, senior qualified employees in other departments will be granted the overtime; no probationary or temporary employee will deprive regular employees of obtaining 40 hours per week or overtime opportunities; temporary openings will be offered to senior qualified department employees; and employees called to work outside normal work hours will receive a minimum four hours call-out pay.

Representing Local 179 at the bargaining table was Secretary-Treasurer Jim Spradling, Trustee Randy Uptain, Sergeant-at-Arms Bill Earp, Job Steward Chris Shelton, President Jim Hamilton and International Representative Faye Orr.

Local 179 represents the production and maintenance employees — including sales representatives and tractor trailer drivers — at the Chattanooga facilities.

### Kathy Green wins seat on AFL-CIO Executive Board

Kathy Green, President of Local 330 and Secretary for the Northeast Oklahoma Coalition of Labor Union Women (CLUW), won her bid for Seat No. 2 on the Oklahoma State AFL-CIO Executive Board. The election was held at the Oklahoma State AFL-CIO's 21st General Convention, November 19-21, 1997 in Afton, Okla.

"I understand that it takes more than just negotiating a contract and processing grievances to cultivate the union movement," Green said in announcing her candidacy. "It seems that much of our time is spent 'putting out fires' and not enough time aggressively promoting the labor message. While representation is important, organizing opportunities have never been greater," Green said.

### OPEIU Local 12 swears in new Executive Board

Executive Board members of Local 12, St. Paul, Minn., took an oath at the March 1998 membership meeting to further the objectives and best interests of the union. Local 12 has a 15-seat executive board and services approximately 2,650 professional and clerical workers.



Past President Lisa Adolphson (podium) swears in the new executive board members. Pictured left to right are: Perley Pellett, Sharon Flemming, Connie Griffin, Robert Haag, Rosemarie Garrity, Jane Richey, Dorothy Holst and Mary Brown. Not pictured are Sandra Adams, Betty Jones and Lisa Lakin.

**The OPEIU has its own website!**

Check it out at **HYPERLINK** <http://www.OPEIU.org>

## Local 268 combats southern right-to-work laws

**Has 90 consecutive months of recruiting one or more new OPEIU members**

In states with right-to-work laws, employees can join the Union or drop their membership any time. Employees covered under a collective bargaining agreement are not required to belong to the Union, yet they reap the benefits of a union negotiated labor agreement.

The Local 268 Executive Board began a regular mailing, which included a membership form and dues authorization, to all employees who were not members. The mailing also consisted of a special newsletter dealing with current events related to the work environment and a position statement on why employees needed

to join the OPEIU.

As the bargaining unit changes, current Local 268 members — not just stewards — are provided an alphabetized listing of all employees who are not union members. Along with the list of non-members, current members are also provided a membership card (dues authorization form), to use in recruiting one or more new members.

In addition to regular meetings, special meetings with work groups are called during a lunchtime to address work-related issues. All employees, regardless of membership status, are invited to attend and all employees are invited to partici-

pate in the discussions. If the group conducts a vote on an issue, the voting is reserved for members of OPEIU only.

"Continuous turnover and movement out of the OPEIU bargaining unit presents a constant threat to our bargaining position at Baptist Hospital," said Baptist Hospital Shop Chair Denise Grubb. "We have had three decertification attempts over the past 15 years. We continually recruit new members because we know what it's like to work without a union and we don't intend to lose our union," Grubb said.

"Communication, communication, communication," is the key to recruiting

new members according to Local 268 Business Representative Phillip Pope. From December 1990 to May 1998, Local 268 has signed up one or more new members during each month, for a total of 90 consecutive months. During this period, 712 new members have been added to the rolls of Local 268.

Without the active recruitment participation from the entire membership, Local 268's new membership program could not work.

"Local 268 members are aware of the connection between a strong membership and a good contract," President Jo Davenport said.

## Local News

### Judy O'Connor elected

For the first time in its history, the members of Local 11 have elected a woman, Judy O'Connor, to serve as Executive Secretary-Treasurer of the Northwest Oregon Labor Council. Also elected as Sergeant-At-Arms of the labor council was Bill Turpin, of the Machinist & Aerospace Workers.

O'Connor has been an active union member of Local 11 since August 1982, serving as a shop steward for the Trade Union Offices for more than three years, an executive board member, a delegate to the Northwest Oregon Labor Council and as a delegate to the Oregon AFL-CIO Convention.



Judy O'Connor and Bill Turpin are sworn into office by International Vice President Gary D. Kirkland.

### Local 11 attains grievance settlement with Consolidated Freightways

Executive Officer and Secretary-Treasurer Gary D. Kirkland, and labor relations specialists Claire Collins and Richard Oare met with Consolidated Freightways in early February and worked out a settlement agreement of \$57,378. The grievance was filed as a result of two terminal employees under Local 11's jurisdiction who did not receive contractual wages or benefits from the date of hire. The Union was not notified by Consolidated when they were hired per the Working Agreement.

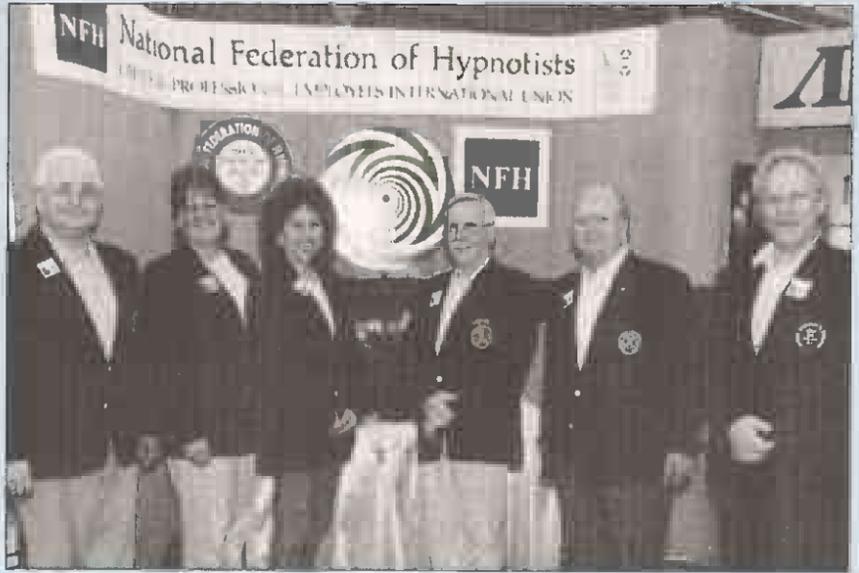
The grievance requested compensation for lost wages, holidays, vacation, pension, personal time off (PTO) and 401(k).

### Local 140 represents Walt Disney Enterprises



International President Michael Goodwin meets with officers of Local 140, while attending recent Executive Board meeting. Local 140 represents employees of Walt Disney Enterprises. Pictured from left to right are (back row) Vice President Andre Cortez, Recording Secretary Thom Hansen, President Maddalena Ghezzi, Goodwin, Executive Director Judy Solkovits, Attorney Howard Rosen, Trustee Gary Bleski, (front row) Treasurer Ben DeJean, Trustee Gena Downey, Steward Dolly Arthur, and Trustee Jeff Thiel.

### National Federation of Hypnotists attend Union Industry Show



Local 104 officers gathered at the 1998 Union Industry Show. Pictured from left to right are Vice President George Baranowski; Paula Baranowski; Sharon Morris; Secretary-Treasurer Ed Morris; Dr. Dwight Damon, President; and Board Member Don Mottin.

### Local 3 keeps busy



International President Michael Goodwin meets with members of Local 3, San Francisco, California to recognize Channa Newbern for her 25 years of service to OPEIU. Pictured from left to right are International Vice President Kathleen Kinnick, Goodwin, Newbern, Recording Secretary Mary Quinn, and Business Manager/Secretary-Treasurer Nancy Wohlforth.

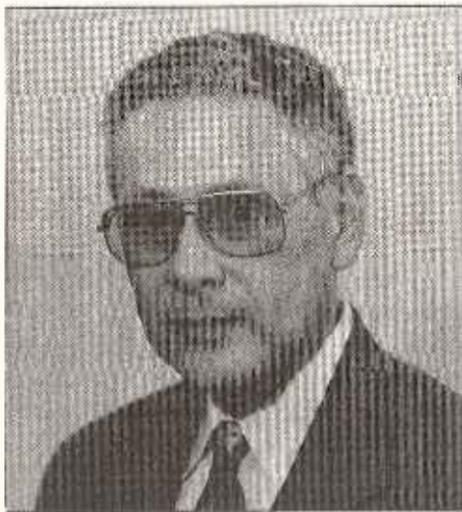


Local 3 and Local 39 team up to offer Steward's training. Pictured here are students busy at work.

# Who's Who in OPEIU

## Office of the President

All research, education, communication, organizing and bargaining, legal and constitutional analysis work takes place in the New York office of the President. It's also where all final decisions are made about strikes, policy setting, legislation, political candidates, relations with other unions, and much, much more.



Jay Porcaro  
Director of Organization

Jay Porcaro brings to his position as Director of Organization a long history of dedication and loyalty to the OPEIU. During his OPEIU career, Porcaro has been involved with campaigns that have brought several thousands of new members into the union — the larger of which were the affiliation of the National Federation of Clinical Social Workers, some 11,000 mental health professionals, and the Pennsylvania Nurses Association with 2,500 members. Also, the merger of a 2,100-member independent union in the Milwaukee area, the Associated Unions of America, and activities for the National Guild of Medical Providers brought thousands of doctors into the

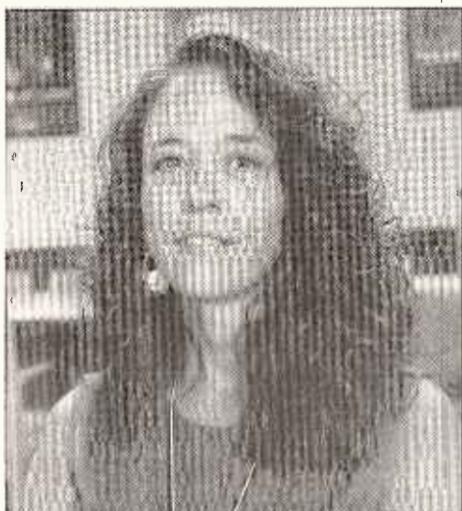
OPEIU ranks.

After earning his commercial art degree and working as a music teacher, Porcaro began his career with OPEIU as a Business Representative for Local 388 in his hometown of Cincinnati, Ohio.

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

In the mid-seventies, President Coughlin brought Porcaro to the New York area to serve as assistant to then Director of Organization Art Lewandowski. In 1979, he returned to the Midwest, this time to Cleveland, to work as a servicing and organizing representative. There he helped establish and coordinate the successful Tri-State Organizing Council. He served as International Representative until his appointment as Director of Organization in 1994.

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



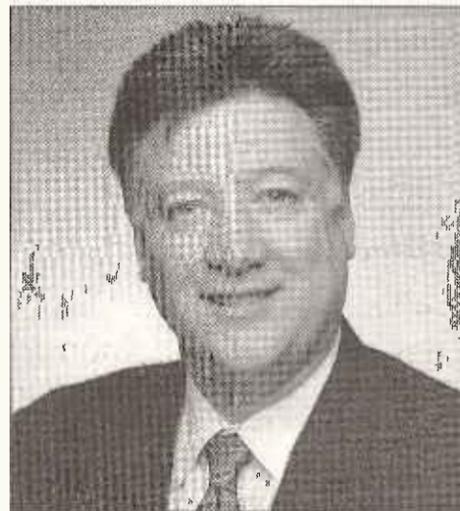
Gwen Wells,  
Research & Education Director

and Labor Relations.

Her interest in workers' representation began at the University of Texas in Austin, where she worked, helped to organize for the American Federation of Teachers, and became a local union vice president.

Since joining the OPEIU staff in 1979, she has revamped the Research & Education Departments, increased resources, redesigned education programs, produced new publications (for example, *Research News*, the daily convention newsletter and "Welcome to OPEIU"), and improved and expanded the union's newspaper, the *White Collar*.

Wells represents the members of OPEIU as National Vice President of the Coalition of Labor Union Women; a member of the Board of Directors of the National Committee on Pay Equity; Executive Board, Metro Labor Press Association; Advisory Board, New York State School of Industrial and Labor Relations, Cornell University; and Member, AFL-CIO Standing Committee on Education.



Kevin Kistler  
Director of Field Services

sion of field representatives and communication with our local unions.

Kistler brings more than 25 years of full-time union and political experience to the International. Prior to his position with the Pennsylvania AFL-CIO, Kistler served as a senior staff member of the AFL-CIO headquarters in Washington, D.C., supervising servicing and organizing activities.

Kistler began his union career in 1967 when he joined the Seafarers International Union while working in the engine department of a freighter. He later became a member of the Service Employees Organizing Committee while serving as a Washington police officer.

In 1973, Kistler was appointed a representative of the Hotel Employees and Restaurant Employees International where he was actively involved in organizing, bargaining and strike coordination. Two years later, he joined the AFL-CIO as a field representative, coordinating political and legislative activities.

Kevin Kistler, the former Pennsylvania state director of the AFL-CIO, is OPEIU's new Director of Field Services. This newly created position will enable the International to increase supervi-

Continued on page 25

# Celebrating Five Decades of Solidarity



**W**e are nurses, engineers, computer programmers, secretaries, librarians, accountants, and clerks. We work in universities, hospitals, offices, insurance companies, shipping firms, county and city government offices, and in manufacturing. We are health care professionals, teachers, helicopter pilots, clinical social workers and many others. We are members of the Office and Professional Employees International Union.

Fifty-three years ago we received our charter as the union for white-collar workers from the American Federation of Labor.

Through the years we have repeatedly demonstrated to clerical, professional and technical employees a commitment to their needs and the advantages of being represented by such a vital, strong and democratic union.

Through OPEIU we have struggled in the streets, the boardrooms, the halls of Congress, wherever there was a need to represent working people and, especially, OPEIU members. Brothers and sisters in the United States and Canada have united and stood shoulder-to-shoulder to fight injustice, discrimination and greed.

Just a few of our struggles are depicted here in the following calendar, as well as a few of the brave men and women who have led the way.

The Office and Professional Employees International Union. We're strong and we're proud!