

# WHITE COLLAR

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

No. 467

Issue 2, 1999

## OPEIU reaches agreement covering pilots in the offshore oil industry

### Historic contract provides 35 percent wage increase

The Office and Professional Employees International Union (OPEIU) has reached a contract agreement with Offshore Logistics, Inc. (OLOG) that will mean a 35 percent wage increase over the life of the contract for the 208 pilots employed by the company. The pilots are members of OPEIU Local 107.

The agreement is the first contract that covers pilots who provide helicopter service to the offshore oil industry in the Gulf of Mexico; it also covers pilots providing service to oil field and other operations in Alaska.

"This contract is the result of the dedication of our members who steadfastly held together during protracted negotiations," said Jim Morgan, a veteran pilot and president of Local 107. "We achieved our goals of fair pay, improved health insurance, retirement security and dignity and respect on the job."

"This contract will greatly improve the lives of pilots throughout the Gulf region who will go from being the least compensated pilots in the industry to having working conditions that are the envy of pilots from Mobile to Corpus Christi," Morgan continued.

OPEIU International Vice President J.B. Moss and International Business Representative Paul Bohelski teamed up with Morgan and the negotiating committee to help realize this contract.

The four-year agreement provides for 35 percent wage increases over the life of the contract — up to 24 percent of the increases

will be realized in the first year. The company will also pay substantial signing bonuses, with each pilot receiving \$600 per year of service to OLOG. Additional increases were negotiated for pilots working premium shifts.

Pilots will also see significant reductions

*Continued on page 3*

## Jerri New elected Local 378 President

### Defeats Ron Tuckwood in a vote of 3-1



Newly elected President of Local 378, Jerri New.

Jerri New of BC Hydro has been elected to a three-year term as President of OPEIU Local 378, defeating former president Ron Tuckwood by a vote of 2,833 to 984. Tuckwood, who also lost his bid for the post of International Secretary-Treasurer at the OPEIU convention in June 1998, had served as local president since 1990. Local 378 has 11,000 members in 22 private and public sector companies in British Columbia.

"Jerri brings a wealth of experience working in the labor movement and with OPEIU members, and a real dedication to strengthening the local in Canada," said International President Michael Goodwin.

"The members sent a clear message that they would like to see new leadership, and some changes," said New, who before her

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The Negotiating Committee and Executive Board Members (pictured from left to right): Ken Bruner, Herb Graddy, Pete Catalano, Bill Blume, Rickey LeBlanc and Jim Morgan.

## ORGANIZING FOR CHANGE

- |                             |                                  |                            |   |          |          |
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| OPEIU<br>Computer<br>Corner | Universal<br>Savings<br>Accounts | Working<br>Woman<br>Survey | Eastern Canada<br>Council<br>Conference |          |          |

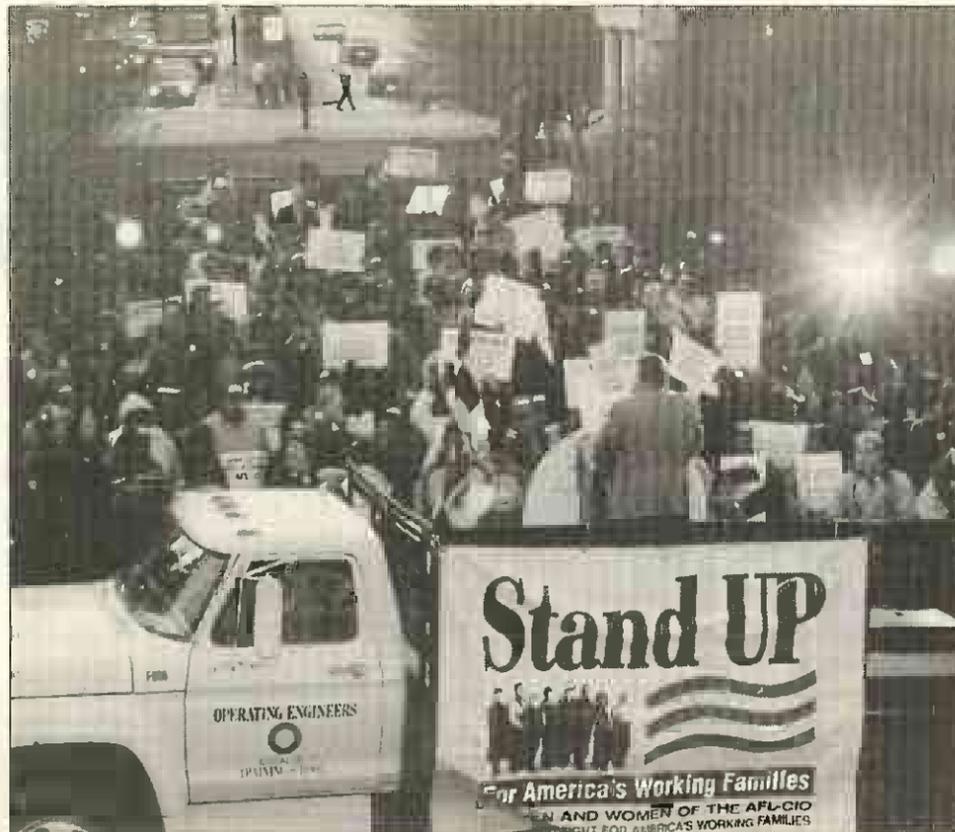
# Members rally for expanded bargaining rights for state employees

## Measure passes Maryland House and Senate

Members of Local 2, Washington, D.C., were joined by members of Local 153, New York, N.Y. and national labor leaders in a rally at the State House in Annapolis calling for increased bargaining rights for state employees, and for the General Assembly's support of Gov. Parris N. Glendening's initiative to give unions a permanent voice in employee negotiations. The measure, which will protect the state's 40,000 employees, passed both the House and Senate.

The initiative was the latest in Gov. Glendening's efforts to improve bargaining conditions for unions in Maryland; three years ago he created collective bargaining rights for state employees through executive order. The order allowed unions to advocate on behalf of employees' needs, but left salaries and other financial issues up to the governor and the legislature. With passage of this key legislation, Glendening's executive order is now a law.

Among those at the rally were OPEIU International President Michael Goodwin, International Secretary-Treasurer Gilles Beauregard, Local 2 President Dan Dyer, AFL-CIO President John Sweeney, AFSCME President Gerald McEntee, Communications Workers of America



Members of Local 2, Washington, D.C., rally outside the State House in Annapolis for passage of legislation establishing collective bargaining rights for state employees.

President Morton Bahr, and AFT Secretary-Treasurer Edward McElroy.



Mike Cowan (center), Secretary-Treasurer of Local 2, and Bonnie Oakes of Local 2 speak with International President Michael Goodwin at the rally.

# Corporate compensation swells to outrageous levels

## CEOs paid average 339 times more than rank-and-file workers

Corporate compensation packages — which often include huge stock options and payouts — for the nation's chief executive officers indicate the pay disparity between management and worker is growing at an alarming rate.

According to AFL-CIO figures, in 1980 the average CEO made 42 times more pay than the average front-line employee; last year, CEOs were paid an average 339 times more than rank-and-file workers.

A study conducted by *USA Today* showed that paper gains on stock options held by CEOs show that many chief executives are amassing astounding wealth. For example, Millard Drexler, CEO of the apparel chain Gap, had the richest pay package among U.S. executives in 1998 — accumulating almost \$500 million in value. "There is something wrong with a system that so richly rewards the few, and largely ignores those whose backs the profits were made upon in the first place," International President Michael Goodwin said.

There is legislation to help curb these exorbitant pay packages, specifically the Income Equity Act of 1999 (H.R. 740). The initiative, sponsored by Rep. Martin Olav Sabo (D-Minn.) and currently before the

House Committee on Ways and Means, would cap deductions on CEO pay at 25 times that of a firm's lowest-paid employee. According to Congressman Sabo, the government should not be dictating CEO

salaries, but "should limit tax subsidies for companies that refuse to have a reasonable ratio between their top and bottom-earning employees. [The] Income Equity Act would establish this principle in our tax law."

## Jerri New elected

*Continued from page 1*

election served as Local 378 Vice President and Education Director. "One of my main goals is to ensure that we are more inclusive, having more members involved in our Union. We also need to strengthen and recruit job stewards and look to fill any vacant positions so that we can ensure that all our members are being heard.

"While one person can make a difference," New continued, "it takes everybody in the organization to make a real difference."

An officer at the B.C. Federation of

Labour, New has held a variety of elected positions in OPEIU since 1978. She serves on BC Fed and Canadian Labour Congress committees, acts as a labor instructor and is a representative to OPEIU's Canadian National Committee. She has also served on several Local 378 negotiating committees.

Most recently, New worked in the BC Hydro Kamloops office, and in the past she has acted as a union representative at the OPEIU Local 378 office, an appointee to the Labour Relations Board, and as an arbitration nominee for the International Brotherhood of Electrical Workers.

### WHITE COLLAR

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## Work and Health

# Diet change shows cholesterol payoff

by Phillip L. Polakoff, MD

Changing something as basic as the eating habits of a nation is hard and takes time — like turning a 16-wheeler around on a two-lane highway or reversing course of a barge off course up a narrow river.

But it can be done. Now, it has been done in one significant way, and many — especially younger people — are the better for it.

Total cholesterol levels among U.S. adolescents declined 7mg/dL (milligrams per deciliter) between the late 1960s and the early 1990s. The trend and an analysis were published in the November/December issue of *Preventive Medicine*.

The decline for younger people is similar to a somewhat larger decrease in cholesterol levels and trends among adults.

What is significant about the overall downward trend is that it coincides with the decline in saturated fat and cholesterol intake among both adolescents and adults in the U.S.

Said Dr. Claude Enfant, Director of the National Heart, Lung and Blood Institute of the National Institutes of Health:

"This impressive drop in cholesterol levels among U.S. adolescents gives us hope for their future heart health. Today's children with high cholesterol tend to be tomorrow's adults with raised levels, and the higher the cholesterol, the greater the risk of

atherosclerosis and heart disease."

At the same time their cholesterol levels were declining, adolescents were also improving their diet. Average saturated fat consumption of 12-17-year-olds declined from 14 percent of calories in 1971-1974 to 12 percent of calories in 1988-1994.

During the same years, the total fat intake among all groups dropped from 37 to 34 percent of calories and daily intake of cholesterol fell from 350 mg to 265 mg.

Was it worth it? You be the judge.

Since 1972, deaths from coronary heart disease have fallen by nearly 53 percent.

Although American youths are eating smarter and healthier, there is still room for improvement in another area of their lives: They still need to get more exercise. This lack shows up in increased weight among children and adolescents in the U.S.

The next study by the national health and nutrition survey will look into this problem. In addition to dietary behavior, it will also tell us how much time kids spend before the TV and on the computer. The study will also include new tests of cardiovascular fitness among our youths.

Another area that needs to be explored is the racial disparity in the cholesterol study. While total levels dropped in all race/sex groups, black adolescents experienced a smaller decline compared to whites.

## Helicopter pilots

Continued from page 1

in employee contributions and maximum out-of-pocket expenses for health care; life and disability insurance expenses will be paid by the company. Pilots will also be ensured a more comfortable retirement, as the average contribution to the company's defined contribution plan will double.

The agreement establishes the first grievance and systems board of adjustment procedure at OLOG, a union safety committee, improvements in per diem for pilots who work away from their home base, moving expenses and increased paid days off.

"This local union has consistently defied the odds," International President Michael Goodwin said. "Everyone said we would never win a union election, but we won with 71 percent support. Then they said we would never get a contract. The company fought hard, but our determination and grit were simply too much for OLOG to overcome. We now have the first collectively bargained contract in this industry."

The OPEIU was certified by the National Mediation Board as the representative of OLOG's pilots on August 6, 1997. We are currently organizing pilots at other helicopter companies in the Gulf.

For the latest information about the OPEIU, check out our website at [www.OPEIU.org](http://www.OPEIU.org)



## Washington Window

# Trade and Politics

If politicians, especially presidential hopefuls, want workers' support next year, they must answer tough questions on trade, NOW. So far, union presidents say, they aren't doing so.

Some statistics set the stage for the stark questions workers must ask of politicians:

- As of the end of 1998, 214,902 U.S. workers were certified for federal aid under the NAFTA trade adjustment assistance program, which is designed to give income to and retrain workers who lose jobs due to competition from imports prompted by NAFTA.

- Using that federal data — which understates the job loss due to NAFTA — Ralph Nader's Public Citizen estimates 70 percent of the lost jobs were high-wage factory jobs. Those jobs disappeared as firms closed U.S. plants and replaced them with factories employing low-wage Mexican workers.

- Steel Workers President George Becker says subsidized imports from Russia, Brazil, Korea, Japan and elsewhere have already driven three steel makers into bankruptcy and cost 10,000 jobs. He says another 100,000 are threatened. Those nations export steel to the U.S., at prices below the cost of production, in order to gain money to repay loans from international lending institutions — loans encouraged by U.S. policy.

In light of those statistics, politicians must answer questions from workers:

- What are you doing — in advance — to prevent us from losing our jobs to imports?

- What are you doing for us once we lose our jobs?

- How will you prevent companies, trying to increase already high profits and executive bonuses, from transferring U.S. jobs and know-how to Third World dictatorships — such as China — where wages are low and workers are repressed?

- What legally enforceable protections for us are you including in the text of trade pacts you negotiate and approve?

It's not just Becker who's asking those questions, and it's not just steel and textile workers who lose jobs due to foreign trade. UAW President Stephen P. Yokich made that clear in his keynote address to the union's bargaining conference in Detroit.

Yokich all but accused politicians,

and specifically President Clinton, of lying about the impact of NAFTA, the controversial U.S.-Mexico-Canada free trade treaty approved — with lobbying from Clinton over labor opposition — five years ago.

His comments could easily fit other trade pacts and trade-oriented institutions, including the international banks and the World Trade Organization:

"If I said it once, I'll say it again: Mr. President, you were wrong on NAFTA, you're still wrong on NAFTA, and the facts are in now. You didn't tell the truth [on] what NAFTA would do for American workers," Yokich declared. Maybe Yokich should have rephrased that, saying "TO American workers."

"The corporations we work with . . . and parts suppliers are sending good-paying jobs and benefits to Mexico for Mexican workers and the president says we're helping our economy.

"Well, when you help an economy, I would think those that work in the industry should at least be able to buy what they build," Yokich stated. But Mexicans can't do that, he said. And Chinese can't do that, though GM plans to open 19 Chinese plants.

And exploitation of Mexican workers by U.S. companies, in collusion with the Mexican government, is typical, Yokich adds. One example when he was UAW's Ford director: Ford fired every Mexican assembly worker in a plant, gave them the mandatory two weeks severance pay, then brought them back, with government approval, to the reopened plant the next Monday — at half wages.

Those Mexican workers produce autos for export to the United States. Mexico cut car production for its own market last year by one-third and increased production of cars for export by one-fourth.

U.S. workers, deprived of jobs by NAFTA and other "free-trade" treaties, can't buy the cars, either. Yokich didn't say so, but that's what happens.

Politicians must answer to workers — and to voters — why such situations exist and why they help such situations occur. Otherwise, be the politician named Bill Clinton, Al Gore, Bill Bradley, George Bush Jr., Liddy Dole, Pat Buchanan or any other name, the politician doesn't deserve workers' support.

## OPEIU computer corner

# Jim Staub, systems analyst, joins International Union staff

The OPEIU is committed to keeping up with advancing computer technology, and now has a computer specialist on staff to assist the International Union

with technological needs.

Jim Staub, a computer programmer and web site specialist, has joined the International Union staff and will help the

OPEIU implement a number of long-term technological strategies, including:

The establishment of a system that will allow for more efficient use of technology and the building of an OPEIU network infrastructure;

Web page design, including web page support for organizing;

Web-based database design, including a database for the International Union organizing staff that will allow campaigns to be managed on the web; and

The provision of Computer Training for local union representatives.

Prior to joining the OPEIU, Staub was a Systems Analyst with Columbia University where he conducted database and web programming, web site design, systems administration and network support. From 1991-94, he was a Cyclotron Engineer with the University of Pennsylvania. There he designed computer controlled automated radiochemistry systems for use in Positron Emission Tomography (P.E.T.) research. He also assisted in maintaining and repairing a large particle accelerator, and conducted database programming.



Jim Staub, computer programmer and website expert, guides OPEIU members down the Information Superhighway.

# Models Guild under new leadership

The Models Guild, OPEIU Local 51, has announced that Rhonda Hudson will be its third President following Donna Eller's departure.

As President, Hudson plans to build and strengthen The Models Guild, making it a force for positive change within the fashion industry. The Guild will also work to clean up the industry and institute strong drug and alcohol abuse programs.

"Modeling is not always the glamorous job it's thought to be," Hudson, a working model herself, says. "There is a dark side to the industry, including such problems as drug and alcohol abuse and addiction, sexual abuse, eating disorders and racial and age discrimination. The Guild recognizes these weaknesses and is working to clean up the profession and protect those working in the industry."

"Contrary to popular belief," International President Michael Goodwin says, "the working conditions most models are subjected to are no different than those of any other exploited workers — they're just more beautiful."

The Models Guild was established in 1995 to represent the interests of models, give them a unified voice and add profes-

sionalism to an unregulated industry.

The Models Guild is also the only organization recognized by the Immigration and Naturalization Service 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.

Since its inception, The Guild has attained a number of successes including:

- Working with the New York District Attorney's office to help indict and convict Peter Bucchieri and David Weil on 26 counts of fraud for bilking more than \$1 million from 14 models;

- Assisting in convicting Weil of statutory rape of a 15-year-old model;

- Lobbying to help secure legislation in Florida regulating talent agencies;

- Working with then-Labor Secretary Robert Reich to help combat the use of sweatshops and slave labor in American garment manufacturing; and

- Cooperating with the District Attorney's office to indict Pat Swift of Plus Models on one count of attempted grand larceny in the third degree and falsifying business records in the first degree.

In addition to these activist efforts, The



Rhonda Hudson, President of The Models Guild, OPEIU Local 51.

Guild offers models and other fashion industry professionals often-costly benefits otherwise unavailable to them including health and dental insurance, a prescription drug card program and financial services.

## Retirees express thanks for increased pension benefits

Retired members from throughout the country have been writing expressions of thanks to the OPEIU for the recent increase in pensions and issuance of a thirteenth check in 1998.

"Please know that I am grateful to you and the members of the Retirement Committee," begins retired member Mary (Betty) Cahill of Redbank, N.J., "for the increase in my pension and the generous bonus check. Your kindness is appreciated more than words can express."

Molly Jarvis of Queens, N.Y. was equally appreciative. "I arrived home this weekend from Pennsylvania, and my mail was waiting for me, bills, etc. The most welcome was from the Union. I was overjoyed and grateful. The Union has been very good to me and my late husband Frank — most of all now in my later years. I wish your family and staff good health and continued great doings."

Carol Bloodworth of Tampa, Fla. said, "My mail recently brought the greatest surprise! I am ever so grateful for the raise plus the extra check. Thank you very, very much. Please extend my appreciation also to the OPEIU Executive Board serving as the Retirement Committee of the Pension Plan. The retirees and their families are most fortunate to be connected with such a fine organization."

"I want to thank you and the Board for the increase in my monthly pension check. Of course the extra check is just great. I really appreciate all you have done through the years. God Bless," said Tina Misiretta of Elmhurst, N.Y.

Another retired member from Silver Spring, Md., Flossie D. Davis, said "Thanks to you and the International Executive Board for the eight percent increase in my monthly benefit checks, as well as the thirteenth check. It was highly appreciated... I am enjoying my retirement."

And Billie and Jean Adams of Manteno, Ill. write, "To the Executive Board, a great big 'thank you' for our pension increase. It's great to belong to such a wonderful organization. Our best to you."

# General Counsel Melvin S. Schwarzwald

**Member of several AFL-CIO advisory panels**



OPEIU General Counsel Melvin S. Schwarzwald.

In addition to his role as OPEIU General Counsel, Melvin S. Schwarzwald is a member of two key AFL-CIO advisory panels.

Schwarzwald is a member of the AFL-CIO Lawyers Advisory Panel, a select group of general counsels of AFL-CIO affiliates. This group advises other AFL-CIO general counsels and discusses legal strategies for the AFL-CIO as a whole. He is also a member of the Board of Directors of the AFL-CIO Lawyers Coordinating Committee. The committee is a membership group of union lawyers from throughout the United States whose main purpose is education on labor law issues.

Schwarzwald, who became OPEIU General Counsel in 1995 following the retirement of long-time Counsel Joseph Finley, is a principal and the president of Schwarzwald & Rock, a legal profession-

al association in Cleveland, Ohio. He specializes in representing unions and unorganized workers in both the public and private sectors. He also represents jointly administered pension and health and welfare funds.

He received his A.B. degree from Harvard College in 1959 and his J.D. degree from Harvard Law School in 1962. Schwarzwald has concentrated on labor law since his admission to the Ohio Bar in 1962. In addition to being admitted to practice before all Ohio courts, he practices before numerous federal courts, including the U.S. Supreme Court.

Schwarzwald has taught public employee labor law at the Case Western Reserve University Law School and is in frequent demand as a speaker at meetings and seminars throughout the United States.

# OPEIU mourns Gwen Wells

Hundreds of people gathered in New York City on March 7, 1999 to remember their friend and family member Gwendolyn Wells, former OPEIU Director of Research & Education and the editor of the official union publication, *White Collar*. Wells died January 15 after a long battle with pancreatic cancer.

The service, held at the Rutgers Presbyterian Church in Manhattan, was filled with OPEIU members who had worked side-by-side with Wells since she joined the Union in 1979. Family members, including her sister Patty Warren, traveled from San Antonio, Texas to share personal stories of the charismatic union leader and activist. Several OPEIU Vice Presidents came from around the country, and Gloria Johnson, President of the Coalition of Labor Union Women (CLUW) also made the trip from Washington, D.C., to attend the service; Wells was a CLUW Vice President and active member.

Marty Fishgold, President of the Metro Labor Press — of which Wells was a member — led the tribute and was joined by International President Michael Goodwin who told mourners of his experiences working with Wells for more than fifteen years.

"Gwen was a friend to many — and an enemy to none," Goodwin began. "She was such a wonderful writer that she could have gone to work for a large magazine. But instead she chose to spend her life helping workers achieve a better standard of living.

"She built solid relationships with our members throughout the United States and Canada based on caring and an understanding of their needs. She was not afraid to bring those needs to the attention of the Union leadership."

Goodwin also told of Wells' affiliation with CLUW and other women's organizations, and her dedication to advancing women's rights in the workplace and to fighting domestic violence.

"Her life was shortened by a devastating disease, yet we can't measure the success of a person's life by its length — but rather by what has been accomplished and what good they have brought to others," Goodwin said. "Caring is what distinguishes a person, and is what life is about. Gwen gets a masters degree in that.

"We're all so sorry that she's gone," he continued, "but her contribution to the OPEIU and to the entire labor movement will never be forgotten."

# Universal Savings Accounts a great way to save for the future

On April 14, 1999 President Clinton announced his plan to provide Universal Savings Accounts (USAs) for most Americans, an idea he had raised in his State of the Union Address. The accounts would give 124 million Americans the opportunity to build wealth and save for their retirement through a progressive tax cut.

The OPEIU strongly supports this plan and is particularly pleased that such accounts would be separate from Social Security, and would not require any Social Security resources to be diverted to pay for them.

This comprehensive plan could revolutionize savings by giving working American families the opportunity to save for a secure

retirement. According to the White House's estimates, a middle income married couple that participated for 40 years could accumulate more than \$253,680 — enough to produce \$20,121 a year of after-tax income in retirement.

Under the president's plan, the federal government would contribute a flat dollar amount to the accounts of all eligible workers each year. In addition to the automatic contribution, workers could choose to contribute additional money to their accounts — which would be matched by the government (100 percent for low and moderate-income workers, at least 50 percent for eligible higher income workers). The accounts are designed to deliver tax credits to help families save and build wealth for their

retirement.

These accounts would be more useful for average and low-wage workers than 401(k)'s or IRA's because the initial contribution would be at no cost to the worker. Participants would have the option of investing their accounts in a universal retirement plan similar to the Federal Thrift Savings Plan (a 401(k)-type plan for federal government workers) and choosing from a limited number of investment options.

Currently, too few Americans have additional savings for retirement. The OPEIU, therefore, congratulates President Clinton on his comprehensive and visionary plan and will work to ensure that such savings become a reality for American workers.

**We would like to hear from you . . . All Local Unions are encouraged to send story ideas to International President Michael Goodwin, OPEIU, 265 W. 14th Street, Suite 610, New York, NY 10011**

# Vice President Mattiacci addresses Temple University School of Podiatric Medicine Commencement

**O**PEIU International Vice President John Mattiacci addressed the graduates of Temple University School of Podiatric Medicine at its Commencement Exercise on May 20, 1999. Mattiacci serves as Dean of the Podiatric Medical School. The following are his encouraging words to the future members of the podiatric community.

What a night tonight is! What a night for you — for your families . . . for me — and what a night for our school.

This is the first commencement of the Temple University School of Podiatric Medicine.

This evening we continue a tradition that was handed to us by each and every graduate of the Pennsylvania School that preceded us.

Tonight we, your Board and your Faculty, bestow upon you the degree of Doctor of Podiatric Medicine. Tonight you enter a profession that will become the central focus of the rest of your life. Tonight you will hear many messages — from the speakers here, from your family and friends.

But I get to deliver the first of these messages. I hope that you will hear it, and keep it with you wherever you go in your lives. I am not going to talk about the school and our plans for its future. I am not going to review the curriculum that has made you a superb podiatric physician. Those thoughts are for another time. This time is your time. I want to talk to you about YOU.

You will take many things away from your experiences here. You will take with you the skills with which you will treat your patients. You will take with you the friend-

ship of your classmates with whom you have shared your years here. You will take the confidence that your new degree and your efforts have given to you.

But I want you to take something else with you, something that I hope you will never lose — and that is a dedication to service.

In many ways, your life will be one of service from this day forward. Of course, you will serve your patients, and you will serve your family. These are duties that are easy to define, and undertake, because the rewards are immediate, and the relationships are clear.

But I want you to do something more. I want each of you to serve your community.

Let me tell you why I want you to take this dedication to service with you.

Today you enter the profession of podiatric medicine. We are a small profession. There are less than fifteen thousand podiatrists in the country. We are a profession that, along with every other medical profession, is under siege from many quarters.

You have heard the complaints about managed care, and about access to patients. You will hear more of those complaints as you go into your residencies and your practices. I do not want to minimize those concerns, but I do want to tell you that you are entering a profession in which your service will make you successful. I am not speaking of the focused service that you must give to your patients. Rather, I am speaking of the sense of service that I hope you will take away from here and deliver to your community.



Dr. John Mattiacci, International Vice President.

We are all in a profession that is being altered by economic and demographic forces that are far beyond our individual control. I have spent the past five years analyzing these forces and the affect that they have had on me, on my friends, and our profession.

In this study, I have talked to podiatrists in every state in the country.

I have talked to men and women in areas of universal managed care, and men and women in areas that have never heard of an HMO.

In both of these areas, there are men and women who are successful, and there are

men and women who are struggling. I have not seen a uniform reason for those who are struggling. There are all sorts of forces that cause hardship.

However, I have seen a uniform characteristic in each of the successful podiatrists — and that characteristic is their dedication to service within their community.

Service to the community has bi-directional consequences. Your service benefits the cause that you choose to work with, and conversely, you become an asset to the cause, and, by extension, to the community.

When you become an asset to the community, your roots take hold and they spread. Demand for you and your talents spread beyond your office practice and your patient base. This demand becomes your weapon in the war that we all wage on behalf of our patients and for our practices.

Wherever you go this next year, take a look around you. Adopt a school and speak at it. Coach a team. Mentor a child and take them to your residency for a day. Work with the Diabetes Association. Screen for the homeless.

Do something that gives back to the community some of the values that your family and our school have instilled in you.

You will leave here today as the first graduates of the Temple University School of Podiatric Medicine. You are going to carry that identity into your practices and throughout your lives. Our school wants our graduates to be successful in our profession, there is no doubt about that. The forces that have lately been against us are turning in your favor. The fact is that our country will need more podiatric physicians. This will make our graduates a success in the field of medicine.

But I want more. I want our graduates to be successful in their lives.

I am not going to ask you to trust me on the "sun screen," but "trust me on the service issue."

Thank you and God Bless you all.

## The envelope, please

**N**ow that President Clinton's Senate impeachment trial is over, let's recognize the players who ensured 1998 will never be forgotten on Capitol Hill.

It was a year of virtuoso performances in venues ranging from the cozy confines of the House Judiciary Committee's hearing room to the storied stage of the Senate floor. Some performers rose to new heights, some made us laugh, and others, all too regularly, made us cry.

The nominations are in, and while the official results compiled by our judges are sealed tighter than a transcript of the Senate's deliberations, we'll let you decide who deserves to get the award that should be known as "The Willies."

### Best Picture

"The Longest Day"  
"Sex, Lies and Videotape"  
"The Congress vs. Larry Flynt"

"Enemy of the State"  
"Dumb and Dumber"

### Best Director

Rep. Tom DeLay for "The Ex-Terminator"  
Sen. Trent Lott for "Mission: Impossible"  
Kenneth Starr for "I Know What You Did Last Summer"  
David Schippers for "Payback"  
David Kendall for "True Lies"

### Best Actor

Rep. Henry Hyde in "Thirteen Angry Men"  
Sen. Tom Harkin in "The Waterboy"  
Sen. Dale Bumpers in "Saving President Clinton"  
Charles Ruff in "All the King's Men"  
Rep. Ed Bryant in "Witness for the Prosecution"

### Best Actress

Monica Lewinsky in "Women Behaving Badly"  
Paula Jones in "A Civil Action"

Hillary Rodham Clinton in "The Candidate"  
Cheryl Mills in "She's All That"  
Lucianne Goldberg in "Who Framed Bill Clinton?"

### Best Supporting Actor

Sidney Blumenthal in "You've Got Jail"  
Sen. Strom Thurmond in "Waking Ned Devine"  
Rep. Lindsey Graham in "Forrest Gump"  
Rep. Robert Wexler in "Scream"  
Sen. Russ Feingold in "Rebel Without a Cause"

### Best Supporting Actress

Sen. Dianne Feinstein in "Censure and Sensibility"  
Rep. Mary Bono in "There's Something About Mary"  
House Democratic aide Liz Wiehl in "Simply Irresistible"  
Sen. Barbara Boxer in "A Family Affair"

### Best Costume Design

Chief Justice William Rehnquist for "Ready to Wear"  
Linda Tripp for "How Linda Got Her

Groove Back"  
Rep. James Sensenbrenner for "Grumpy Old Men"  
Sen. Robert Byrd for "Cat in the Hat"

### Best Screenplay

Sens. Slade Gorton and Joe Lieberman for "A Simple Plan"  
Sens. Phil Gramm and Edward Kennedy for "The Odd Couple"  
Newt Gingrich for "Titanic"  
Rep. Bob Livingston for "In and Out"  
Kenneth Starr for "Love Story"

### Best Soundtrack

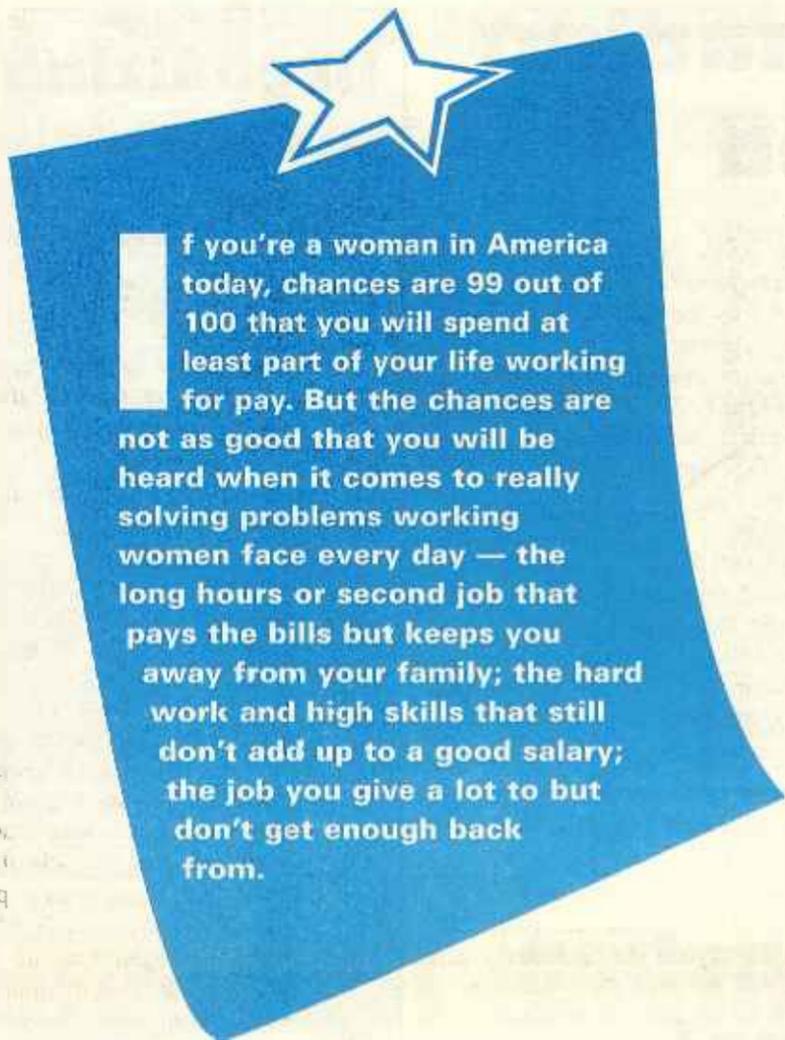
Linda Tripp for "Sex, Lies and Audiotape"  
Rep. Barney Frank for "The Diary of Barney Frank"  
Sen. Orrin Hatch for "Hatch Adams"  
Ex-Rep. Mike Pappas for "Twinkle, Twinkle Kenneth Starr"

### Best Animated Short Film

Matt Drudge for "A Bug's Life"  
Rep. Bob Barr for "Rantz"

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# The National **ASK A WORKING WOMAN** Survey



If you're a woman in America today, chances are 99 out of 100 that you will spend at least part of your life working for pay. But the chances are not as good that you will be heard when it comes to really solving problems working women face every day — the long hours or second job that pays the bills but keeps you away from your family; the hard work and high skills that still don't add up to a good salary; the job you give a lot to but don't get enough back from.

## Working Women Conference 2000

Your concerns will become the mandate when thousands of working women meet in Chicago on March 11-12, 2000 at Working Women Conference 2000. No matter where you work, whether you are a union member or not, just starting out or facing retirement, striving to get ahead or simply struggling to get by, you can attend the Working Women Conference 2000.

## Ask a Working Woman Survey

Discuss the questions below in a group if you can — whether it is two of you over coffee or 100 at a conference — or answer it on your own. Everyone should fill in her own form and send it to International Vice President Kathleen Kinnick, Office and Professional Employees International Union, 265 W. 14th Street, Suite 610, New York, N.Y. 10011.

Your concerns will be added to those of thousands of other working women and will set the priorities for change in workplaces and in laws. The findings will be presented at Working Women Conference 2000 in Chicago, March 11-12, 2000.

**ALL SURVEY RESPONSES ARE KEPT COMPLETELY CONFIDENTIAL.**

### 1. If you could make changes on the job, what would be your highest priorities? CHECK THREE.

- Child care and after-school care
- Elder care
- Equal pay
- Higher pay/promotions
- More control over work hours (shift work, overtime, truly flexible schedules)
- Respect on the job
- Safe work environment
- Retirement security
- Health insurance
- Fair pay and benefits for part-time, temporary and contract workers
- Job security

- Stronger programs to end discrimination and sexual harassment
- Career development and training

### 2. Indicate your top TWO choices for laws that would most improve your life as a working woman.

- Stronger equal pay/pay equity laws
- Laws to improve the quality and affordability of child care and after-school care
- Laws to improve the quality and affordability of health care
- Laws to strengthen pensions and Social Security to make retirement more secure
- Laws to expand Family and Medical Leave and to provide for paid leave
- Laws to ensure that workers who are in part-time, temporary or contract jobs are treated fairly when it comes to pay and benefits
- Stronger Affirmative Action laws to provide more opportunities for all women
- Other (please specify) \_\_\_\_\_

### 3. Do you think an organization for working women could help you achieve some of these goals?

- Yes     No

What are the qualities or characteristics you want in an organization? (For example, listens to your concerns; enough clout to get the job done).

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### 4. We will elect a new President of the United States in 2000. If you could tell him or her one thing about what it's like to be a working woman, what would you say?

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### 5. We'd like to know a little about you. This will help us know that we are reaching a wide variety of working women. All of this information is confidential.

Age \_\_\_\_\_

Occupation \_\_\_\_\_

Do you work     Part-time or     Full-time?

Do you work more than one job?     Yes     No

Do you have children under 18?     Yes     No

If yes, how many? \_\_\_\_\_

Are you caring for an elderly or disabled adult?     Yes     No

What is your yearly income? \_\_\_\_\_

Marital status:     Married     Unmarried with partner  
 Single, Widowed, Divorced

What is your race/ethnicity? \_\_\_\_\_

Are you a member of a union?     Yes     No

If yes, \_\_\_\_\_ Union \_\_\_\_\_ Local

What other organizations, if any, are you a member of?

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**Please return form to International Vice President Kathleen Kinnick, Office and Professional Employees International Union, 265 W. 14th Street, Suite 610, New York, NY 10011.**

## Canadian Locals in the News

# Howard Coughlin Canadian Scholarships awarded

Jennifer O'Neill, Cliff James Walker, Ramona Kaila, Patrick Bélanger, Angela Grace Rushinko and Nicolas Ouellet have each won one of the six 1999 Canadian Howard Coughlin Scholarships offered annually to OPEIU members in Canada.

Ms. O'Neill is the daughter of Laurie O'Neill who works at Bombardier and is a member of OPEIU Local 81 in Thunder Bay, Ontario. The 25-year-old student is currently attending Confederation College where she is studying computer programming.

Mr. Walker, who is from Saskatoon, Saskatchewan will be attending the University of Saskatchewan next semes-

ter. His father, Shane Walker, is employed by the Saskatchewan Government Insurance (S.G.I.) and is a member of OPEIU Local 397.

Ms. Kaila is the daughter of OPEIU Local 378 member Surinder Kaila. She lives in Burnaby, British Columbia and is currently attending the University of British Columbia.

Ms. Rushinko, from Regina, Saskatchewan, is currently attending the University of Regina. Her father is a member of Local 397 and is employed by the SGI.

Twenty-three-year-old Patrick Bélanger is currently attending Université Laval in Québec City where he will graduate in

December 2000. Patrick is the son of SEPB 526 member Ginette St-Hilaire who is employed by the Abitibi-Consolidated in Jonquiére, Québec.

Mr. Ouellet graduated from collège d'Alma in June 1998. He will be attending the Université de Montréal this fall. Nicholas is the son of OPEIU Local 526 member and President Monique Coudé of Alma, Québec.

The program is open to members in good standing, their spouses and their children to help them pursue education in a recognized college or university in Canada.

Six scholarships of \$1,000 each — one per region, plus two at large — are awarded each year for a maximum of four years.

## Organizing makes SEPB 57 stronger

The past four months have seen the SEPB 57 organizing new members in the school board sector in the province of Québec like never before. Representation votes called for by the restructuring of the school board sector in Québec have been held whereby support staff personnel in several school boards were asked to choose between existing unions that represent school board support personnel, notably SEPB 57. On April 15, 1999, the administrative, technical, clerical, lunchtime supervisors, special education technicians and attendants of the New Frontiers School Board chose SEPB 57 as their union by a vote of 85 to 67 (and one spoiled ballot) over an Independent Association. This means an additional 200 members will join the SEPB 57 membership rolls.

SEPB 57 has nearly 4,000 members working for the new school boards.

## ICBC

# Local 378 may seek injunction against wholesale criminal records checks

ICBC has distributed authorization forms for a criminal records review check and demanded they be signed by employees who may come in contact with someone under the age of 19 in the course of their work.

The corporation cites the Criminal Records Review Act, passed in 1996 and has informed employees that if they don't return the signed forms within five days, they can be suspended without pay.

Local 378 members from ICBC have

been phoning the union office for direction. The local has serious concerns about this indiscriminant invasion of people's privacy and are seeking a legal opinion about whether the legislation is applicable, how it should be applied and whom it should apply to in the workplace.

"No one wants children exposed to people charged with sexual misconduct but we think ICBC is acting too broadly," said Brian Nelson from the OPEIU Local 378 office. The corporation is demanding

consent forms from employees in areas such as traffic safety, public affairs and corporate marketing, customer service representatives, driver examiners, bodily injury adjusters, claims adjusters, dispute resolution advisors and estimators.

In addition to ICBC, members at BC Transit and BC Hydro may also be subject to the Criminal Records Review Act that applies to all agencies of the government. The Act can require employees to submit their fingerprints to the RCMP in Ottawa and allows companies to remove people from their jobs.

"This is an intrusive piece of legislation. ICBC is using genuine concerns about protection of children to undertake snooping expeditions on people's private lives," said Nelson. "It allows bureaucrats to run roughshod over people in situations that have no relation to the protection of children."

The local has asked members to register their protest with ICBC and the union office if they are compelled to sign the consent forms. The matter may go to arbitration.

The union is filing grievances over this matter and may seek injunctions to prevent the employer from applying such a broad scope of application of the Act.

## 1998 John Kelly Labour Studies Scholarship Program

Congratulations to the winners of the 1998 John Kelly Labour Studies Scholarship Program in Canada. The Canadian National Committee selected the following successful applicants: Region 1, Guy Latour; Region 8, Nancy McDowdall; and Region 9, Judy Boehmer.

Congratulations to the following winners of the 1998 John Kelly Labor Studies Scholarship in the United States:

Jody Hanneman, Local 95, Wisconsin Rapids, Wis.; Rose Varela, Local 95, Wisconsin Rapids, Wis.; Karen Genisot, Local 95, Wisconsin Rapids, Wis.; Raymond Przybelski, Local 95, Wisconsin Rapids, Wis.; Sean Safford, Local 2, Washington, D.C.; Nancy Weeks, Local 12, Minneapolis, Minn.; Adrian Beckham, Local 512, State of Michigan; Rosanne Farley, Local 2, Washington, D.C.; Cynthia Price, Local 2, Washington, D.C.

## Canadian Locals in the News

### Local 57 — Montreal, Québec, Canada

# Bell Canada Yellow Pages workers locked out

Bell ActiMedia of Montreal, Québec, better known as the Yellow Pages, locked out its customer service and office employees on March 10, 1999 after they refused to accept concessions the company says it must have to remain competitive. The 350 Montreal-based Local 57 members — 90 percent of whom are women — had rejected their employer's last offer by 61 percent.

The company is demanding a series of concessions on work rules, notably the increase in the hours of work without compensation, and refuses to provide the employees with any guarantees against layoffs due to technological changes.

Bell ActiMedia produces the Yellow

Pages directory and is a subsidiary of Bell Canada — whose operators and technicians are currently on strike in Québec and in Ontario. Bell Canada is owned by BCE.

"Picket lines remain strong and our members' spirit is good," said SEPB 57 representative Kateri Lefebvre. "The company has been using the courts to slow down SEPB 57 members to alert public opinion of the unfairness with which Bell ActiMedia has been treating the employees. A temporary injunction was granted to the employer providing for the normal picketing rules. However, the injunction requested by the employer to severely limit picketing in front of one of the employer locations was denied by the court, thanks

to the efforts of SEPB 57 legal counsel Linda Solomon. The company is pursuing its legal action renewing its demand for more stringent picketing rules, and a hearing should be held June 17, 1999."

Bell ActiMedia employees in lock-out were out in great number at the BCE shareholders annual meeting held April 28, 1999 in Hull, Québec along with striking Bell Canada operators and technicians. "Most of our members working at Bell ActiMedia are shareholders; it was a good opportunity to protest the way BCE is conducting its business at our expense," Lefebvre said. Bell ActiMedia reported \$52 million in profits for 1997 and \$78 million for 1998.

## Eastern Canada Council Conference focuses on ways to organize young workers

OPEIU officers, union representatives and delegates from local unions across Eastern Canada gathered in Montreal in April for the two and a half day Biennial Meeting of the Eastern Canada Council to address youth issues within the workplace and the labor movement.

The Eastern Canada Council has 17 affiliated local unions in three provinces (Ontario, Québec and New Brunswick). The E.C.C. is a servicing structure that also brings together the OPEIU locals on issues of common interest.

The two main themes discussed at the conference were: the means to increase youth involvement in our organization through organizing in sectors where youth are concentrated, and pay equity.

"The Québec Pay Equity Act became effective in November 1997 but much remains to be done to achieve pay equity," said Claude Grenier, who was reelected President of the E.C.C. during the conference. Grenier is also President of Local 434 and serves on the OPEIU Executive Board as International Vice President representing women. "Delegates attended workshops where they discussed the many hurdles contained in the legislation that unions have to circumvent in order to



International Vice President Claude Grenier, President of Eastern Canada Council.

achieve pay equity in the workplace for the women they represent."

### Reaching Young People

Michel Lajeunesse, E.C.C. coordinator and OPEIU Canadian Director, reported on the activities of the OPEIU in the last two years, highlighting the success of SEPB 57 in the union allegiance votes that were called for by the restructuring in the Québec school board sector.

Delegates attending the conference also

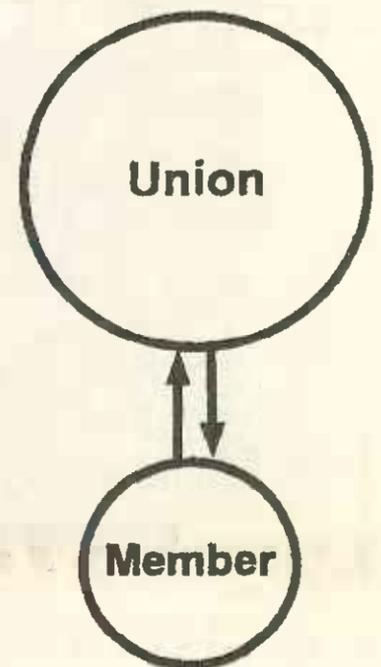
discussed ways to reach young workers. "Contrary to general belief, young workers are not against unions and union organizing," Grenier explained.

Simultaneously, the OPEIU is an active participant in an innovative and exciting program set up by the Québec Federation of Labor in cooperation with the Québec Workers' Solidarity Fund designed to teach youth about unions and the labor movement by offering them internships with the SEPB. Four young people will spend between seven and eleven weeks with OPEIU representatives and activists to become more acquainted with union work.

The delegates also debated the advisability of rescheduling the Biennial Meeting every three years, instead of two. "This change will broaden OPEIU officers and delegates' involvement in the ongoing activities of the OPEIU, notably the Canadian Convention," said Local 57 President Maurice Laplante, who was elected First Vice President of the E.C.C. by the conference. The proposal was voted to amend the bylaws of the Eastern Canada Council to that effect. Also, a resolution to establish an Emergency Fund to help OPEIU members on strike or in a lockout situation was adopted by the conference.

## How do members view the union?

It has been proven that when union members are involved in their union's activities — and feel that they are a real part of the union — they report greater levels of satisfaction than non-involved members. The diagrams below illustrate the point:



- Members expect service in exchange for their dues
- Members blame the union when things don't go well
- Members think union representative's job is to solve members' problems



- Members are expected to get involved
- Members see success is related to their efforts
- Representatives develop leaders, strategize and organize

The lesson? Get involved! Become a part of your local union's activities — whether it be taking part in an organizing drive, manning phone banks during an election, or attending union meetings. Become a greater part of your union and you will soon see the benefits.

## Local News

### Hebert retires as Local 66 President



Rodney Hebert (left) celebrated his retirement as President of Local 66, Port Arthur, Texas. Hebert, who served as Local 66 President for the past 17 years and retired in December 1998, retired from Motiva Enterprises (formerly Star Enterprise Refinery) after being a member for more than 30 years. Charles Faulk (right) assumed the presidency of Local 66 in January 1999.

### OPEIU members rate Union Privilege program 'excellent'

OPEIU members who recently participated in the Union Privilege Loan Program were asked to rate their level of satisfaction with the program, the service provided, and whether or not they would recommend the service to another union member.

An overwhelming majority of respondents rated the program as "excellent," and said they would recommend it to others seeking a loan. Comments ranged from "I was very pleased at how quickly [my loan] was processed," to "knowledgeable representatives, a courteous and speedy response," and "love the 'no hidden costs.'"

Most rated all aspects of service as excellent, including courtesy, knowledge, professionalism, timeliness of response and ease of process.

Contact the International for further information about Union Privilege's many programs.

### Local 40 elects Vicki Kasper

The members of Local 40, Mount Clemens, Mich., have voted to elect Vicki Kasper as President, replacing current President Judy Klauss. The Local represents 428 nurses working at Mount Clemens General Hospital. The election vote of 173 to 130 followed a tie vote earlier this year.

"We have a number of plans for the future," Kasper said. "We are going to offer continuing education credits to our members, educate them regarding labor issues and collective bargaining. We're also going to organize, and impress upon our membership the importance of becoming involved in organizing activities."

### Gephardt meets with Shagawat



Congressman Richard Gephardt (D-Mo.) and Luba Shagawat, President of the Clinical Social Work Federation, OPEIU Local 49 meet at OPEIU Headquarters office in New York City.

### Beverly Turner named Volunteer of the Year

Local 5 in Denver, Colo., paid tribute to its member Beverly Turner who was recently named Volunteer of the Year by JACS (Joint Action in Community Service). At a luncheon on April 8, 1999, guest speaker Wilma J. Webb of the Office of the Secretary, U.S. Department of Labor — and wife of Denver Mayor Wellington Webb — congratulated Turner and conveyed Labor Secretary Alexis Herman's gratitude for all the work she and others have done helping ex-convicts, young people, and the homeless in finding employment and suitable housing.

Turner works for Labor's Community Agency, an arm of the Colorado AFL-CIO, and plans to retire later this year. JACS is separated into ten regions and one person is selected from each to receive this honor.



Labor Secretary's Representative Wilma J. Webb (left) and JACS' Volunteer of the Year Beverly Turner.

## Local News

# GHI members in solidarity

**“I**t was the 100 percent solidarity of the members that made our contract negotiations successful,” said Chief Shop Steward and OPEIU Local 153 Vice President Neysa Griffith.

The Local 153 members at GHI were faced with numerous employer demands to weaken the contract that took so many years to build. The employer insisted that employees co-pay for their health coverage and life insurance and demanded reductions in sick and vacation benefits. On top of all this, the employers offered minimal wage increases. Despite many months of bargaining and the expiration of the contract on December 31, 1998, the employer continued to insist on concessions. The Union refused to grant an extension of the contract beyond December 31st, leaving the option to take whatever actions were necessary. Local 153 Secretary-Treasurer Richard Lanigan said, “Our members at GHI have the full support and backing of the Local’s leadership. We will do whatever it takes to assist them in achieving a fair contract.”

The 1,400 members stood strong and followed the leadership’s guidance. Together they determined that a strong message needed to be sent to management, to make it very clear that the members were not going to accept a tearing-up of the contract.

Several employee actions were neces-



Chief Shop Steward Neysa Griffith, who is a Vice President of Local 153, and the GHI negotiating committee join in the cheers from the employees celebrating their new contract. From left to right are Demetrias Haliotis, Sandra Monroe, Larry Spern, Stephen Weisman, Devora Moss, Ms. Griffith, Diane Shuler, Willie Fiallo and Barbara Lagoff.

sary to make the point. At 10 a.m., on specified days, the employees sang “We Shall Overcome” from their desks. They also broke the company’s dress code on some occasions, by dressing down to the most casual level. On other days, the employees went to the lobby on their coffee breaks and lunch hours, and demonstrated their solidarity. Buttons were worn

at all times that read “No givebacks,” “No co-pay” and other messages.

One of the highlights of the employees’ actions was a series of demonstrations in front of the President’s office. Employees would have a “beach party,” complete with bathing suits, beach pails and sunglasses. They would camp out on beach towels with a message that if

negotiations broke down, the only choice the employees would have would be to go to the beach. These actions were supported by the entire shop and demonstrated an unmistakable force of solidarity. The message was not lost on the employer.

In the end, the members’ solidarity won the day. The employer agreed to withdraw all of its concessionary demands. With this major obstacle out of the way, the Union was able to focus on wage increases. On top of a wage progression system, which increases the wages of employees from the minimum rate to the top rate, the Union won a four percent increase — effective and retroactive to January 1, 1999; four percent again, effective January 1, 2000; and four percent more, effective January 1, 2001. The meal allowance was also increased to \$5.00. Maintaining good wages and benefits, which includes a four-day work week for most GHI employees, was the major goal of the negotiating committee. This surely was accomplished.

The Union represents employees at GHI’s New York City, Long Island, Albany, Rochester, Syracuse, and Buffalo, New York locations. The negotiating committee consisted of Local 153 Business Representative Thomas Havriluk, Chief Shop Steward Neysa Griffith, Willie Fiallo, Stephen Weisman, Sandra Monroe, Devora Moss, Barbara Lagoff, Diane Shuler, Larry Spern and Demetrias Haliotis.

The contract expires December 31, 2001.

## 70,000 union members rally at City Hall

### Largest labor rally in Manhattan in this century

**Y**ou read the headline right. On Wednesday, May 12 at least 50,000, and perhaps as many as 70,000 New York City union members rallied across from City Hall in a demonstration that awed everyone.

Members from OPEIU Local 153, New York, N.Y., were among those who took part in the largest labor rally in Manhattan in this century. It was, quite literally, a sea of people.

The purpose of the rally was to appeal to city, state and federal officials to spend current budget surpluses on working families. Speaker after speaker called for improving schools, saving Medicare and Social Security, making streets even safer and other ideas that would improve the lives of working New Yorkers and their families.

But while the speakers did a fine job advocating for working families, the truth is that the size of the crowd was the ultimate message. Teachers, sanitation workers, office workers, construction workers, parks employees, clerical workers, professional workers, electricians, waiters, and union members from just about every job classification imaginable were there. It was the first labor rally in a long time where even police officers and firefighters joined their union brothers and sisters.

The rally had an important message to deliver, and the size of the crowd forced the media to deliver that message to everyone else in the metropolitan area and in other parts of the country. That widespread news coverage was further evidence of the rally’s great success.



The crowd at the May 12 rally stretched more than a dozen blocks.

## Editorial



# Congress Must Reform Social Security and Medicare Now

by Michael Goodwin, International President

Once again, the GOP-controlled Congress has decided that the financial security of America's working population is not an issue important enough to waste its valuable time and energy worrying about. And once again, it's working families that will suffer.

Social Security is America's most comprehensive and important family protection system. Today, that system faces serious financial challenges — indications are that it will only be able to provide 100 percent of benefits until 2034. Given Social Security's critical role in providing economic security for millions of families, it seems obvious that Congress must act to ensure that Social Security will continue to be there for all Americans.

Unfortunately, Congress doesn't agree, and has decided not to act this year to revitalize the Social Security system. It seems Congress doesn't share President Clinton's sense of urgency — the president had proposed using almost two-thirds of the expected \$110 billion dollar surplus overhauling Social Security, a measure the OPEIU vigorously supported. Appropriating that money over the next 15 years would have ensured that 100 percent of benefits would be paid for an additional 17 years.

The OPEIU and AFL-CIO firmly believe in President Clinton's plans to overhaul Social Security and his commitment to improving benefits for elderly widows. Currently, too many American women spend their retirement years in extreme poverty. Real Social Security reform must include real improvements for older women.

We also vigorously oppose displacing any part of Social Security's guaranteed benefits to create costly individual investment accounts. Such accounts would undermine Social Security's foundation and force

Americans to pay a high price in transition to a privatized system. Fortunately, as the labor movement — including the OPEIU — urged, President Clinton has rejected such a measure.

debates — including buy-in options for early retirees and displaced older workers and prescription drug and long-term care coverage.

Our federal lawmakers must be made to

The OPEIU will continue to lobby both ends of Pennsylvania Avenue to ensure that our concerns are addressed immediately. Contact your representatives in Washington and let them know that you — as someone whose family will depend upon these programs for financial security following retirement — want reform, and you want it now.

The International Union publishes a Congressional Directory listing all Members of Congress and their key staff. You may obtain your copy by making a request by mail to International Secretary-Treasurer Gilles Beauregard, Office and Professional Employees International Union, 1660 L Street, N.W., Suite 801, Washington, D.C. 20036, or fax at (202) 347-0649.

The future of both Social Security and Medicare are integral to the health of America. It is time for our lawmakers to wake up and ensure that stronger and more secure systems are in place for the 21st century.

*The OPEIU and AFL-CIO firmly believe in President Clinton's plans to overhaul Social Security and his commitment to improving benefits for elderly widows.*

The president has also called on Congress to use 15 percent of the budget surplus over the next 15 years to strengthen Medicare, the cornerstone of health security for the nation's elderly. Because of Medicare, virtually all older Americans now have access to health care, compared with just more than 50 percent in 1966. Despite its success, however, Medicare also faces financial problems that must be dealt with if it is to continue to provide affordable, high-quality health care.

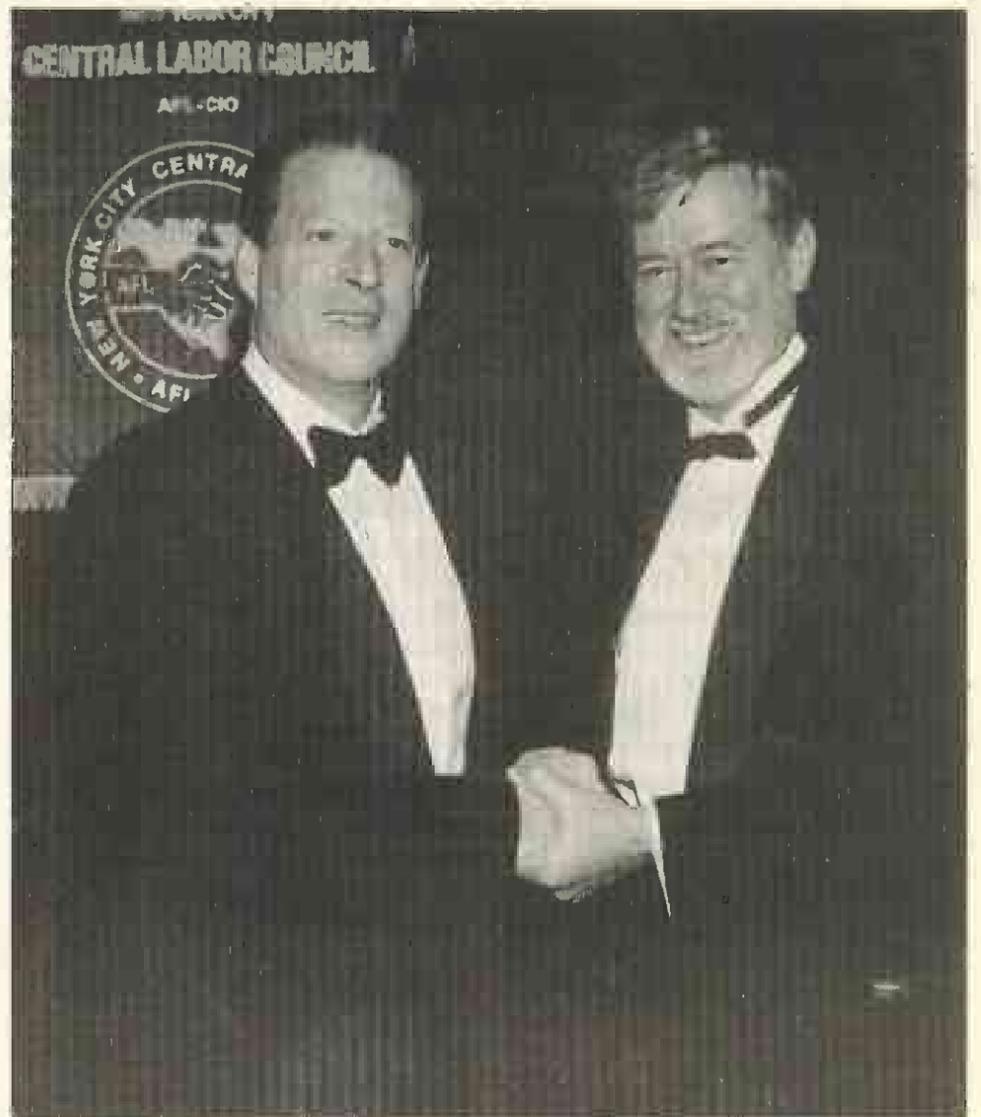
In a vain attempt to address these problems, Congress created the National Bipartisan Commission on the Future of Medicare. President Clinton quickly denounced the work of this group and plans to devise his own proposal.

Others have made proposals — many of which would do little to fix the situation — including Senator John Breaux (D-Louisiana) who advocated radical reform that would have converted Medicare into an arena for competition among public and private health plans. Breaux's plan would not have provided adequate prescription drug coverage and could have added to the growing numbers of uninsured Americans by raising the eligibility age for Medicare coverage from 65 to 67.

The president is right when he argues that better management, payment, clinical and competitive practices can cut Medicare costs without sacrificing quality. Any reform must provide for a modernized, well-defined benefits package without excessive new cost burdens, strengthen protections for low-income beneficiaries and assure continued access to a traditional Medicare program.

These and other concerns must be addressed in future Medicare reform

understand how important the preserving and proper reform of these two vital measures are to America's working families.



OPEIU International President Michael Goodwin meets with Vice President Al Gore at the New York City Central Labor Council's annual dinner.



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